

First Meeting, Monday, 12 September 2022, 2:30 p.m.
Zoom Meeting

AGENDA

1. Call to order Professor Colleen Brady
2. Statement of Land Use Acknowledgement Professor Colleen Brady
3. Approval of [Minutes of 18 April 2022](#)
4. Acceptance of Agenda
5. **Remarks of the Senate Chair** Professor Colleen Brady
6. **Remarks of the President** President Mitchell E. Daniels, Jr.
7. Question Time
8. **Update on the New IUPUI Memorandum of Understanding** For Information
Provost Jay Akridge and
Provost Fellow Carrie Berger
9. **Update on Benefits** For Information
Senior Director Candace Shaffer
10. **Memorial Resolutions**
11. [Résumé of Items Under Consideration by Various Committees](#) For Information
Professor Elizabeth A. Richards
12. Consent Calendar: For Action
Professor Robert Nowack
 - a. **Senate Document 22-01 Nominee for the Faculty Affairs Committee**
 - b. **Senate Document 22-02 Nominees for the Nominating Committee**

- c. Senate Document 22-03 Nominee for Advisor to the Senate
 - d. Senate Document 22-04 Nominee for Advisor to the EDIC
- 13. Senate Document 21-36 Promoting Civic Engagement
For Action
Professor David Sanders
- 14. Determination of AY 2022-23 Senate Meeting Modality
For Action
Professor Colleen Brady
- 15. Senate Document 22-05 Endorsement of the Authorship of Scholarly Works Standard
For Discussion
Professor David Sanders
- 16. New Business
- 17. Adjournment

First Meeting
Monday, 12 September 2022, 2:30 p.m.

Zoom Meeting

Present: *Manushag N. Powell (Secretary of Faculties and Parliamentarian), President Mitchell E. Daniels Jr., Colleen Brady (Chair of the Senate), Brian Leung (Vice-Chair of the Senate), Jay T. Akridge, Dulcy Abraham, Burton (Lee) Artz, Paul Asunda, Saurabh Bagchi, Heather Beasley, Stephen Beaudoin, Ashley Bellet, Ximena Bernal, Françoise Brosseau-Lapré, Thomas Brush, Michael Campion, Yingjie (Victor) Chen, Laura Claxton, Matt Conaway, Todor Cooklev, Chittaranjan Das, Patricia Davies, Jennifer Freeman, Geraldine Friedman, Alan Friedman, Keith Gehres, James Greenan, Laurie Hitze, Lori Hoagland, Peter Hollenbeck, Stephen Hooser, Katie Jarriel, Andrew Jensen Hyunyoung (Young) Jeong, Nastasha Johnson, Lowell Kane, Alexander Kildishev, Yuan Kim, Cara Kinnally, Neil Knobloch, David Koltick, Eric Kvam, Damon Lisch, Julie Liu, David Love, Angeline Lyon, Oana Malis, Rose Mason, Richard Mattes, Lisa Mauer, Beth McCuskey, Shannon McMullen, Terrence Meyer, Jamie Mohler, Lin Nan, Deborah Nichols, Abdelfattah Nour, Robert Nowack, Jan Olek, Erik Otárola-Castillo, Pete Pascuzzi, Alice Pawley, Li Qiao, Julio Ramirez, Elizabeth Richards, Brian Richert, Jenna Rickus, Joseph Robinson, Gustavo Rodriguez-Rivera, Alysa Rollock, Chris Ruhl, Antônio Sá Barreto, James Sadler, David Sanders, Steven Scott, Katherine Sermersheim, Juan Sesmero, Alexander Seto, John Sheffield, Thomas Siegmund, Michael Smith, Qifan Song, Susan South, John Springer, Kevin Stainback, Dengfeng Sun, Howard Sypher, Rusi Taleyarkhan, Darci Trader, Anish Vanaik, Tony Vyn, Eric Waltenburg, Jeffrey Watt, Ann Weil, Denise Whitford, Rod Williams, Kipling Williams, John Yaninek, Yuan Yao, Dabao Zhang, and Se'Andra Johnson (Sergeant-at-Arms)*

Absent: Bradley Alge, Charles Bouman, Eugene Chan, Min Chen, Kris Wong Davis, Brian Dilkes, Abigail Engelberth, Daniel Frank, Erika Birgit Kaufmann, Carl Krieger, Andrew Lu Liu, John McConnell, Nan Kong, Mark Rochat, Dennis Savaiano, Joseph Sobieralski, Michael Cline,

Guests: Carrie Berger, Candace Shaffer, Abbey Nickel, Mario Ventresca

1. The meeting was called to order at 2:33pm.
2. Chair Colleen Brady read the following Statement of Land Use Acknowledgement, as per 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 18 April 2022 Senate meeting were entered as read.
4. The agenda was accepted by general consent.

5. In her remarks [\[Appendix A\]](#), Chair Brady welcomed all new and returning Senators. She stated that her main goal for the year was to engage meaningfully with the University community in order to improve the Purdue experience for all community members. What that means in practice would vary a great deal from Standing Committee to Standing Committee, and Chair Brady emphasized the importance of the Senate's committee structure. She also emphasized the importance of Senators being in touch with their constituents and acting as bridges of communication between constituents and committees. She urged Senators to reach out to herself [\[using the Senate Chair email\]](#) or [Professor Powell](#) when they needed guidance as to where concerns should go, as well as when there was news to celebrate. She challenged Standing Committees to ask themselves two questions with respect to any resolutions being considered: what are the potential positive outcomes of the implementation of this resolution? And what are the potential negative outcomes of the implementation? She also explained that her plan was to complete every agenda item in every meeting by five o'clock. To do this, she planned to typically hold her remarks until the end of each meeting. She reminded the Senate of a few basics of parliamentary procedure, including the option to refer proposals to committees for additional work, and suggested that something brought forward under New Business would probably do better if it were socialized first with other Senators. Finally, she noted that the Steering Committee works hard to create coherent agendas, and while all Senators have the right to request changes to the agenda, they should consider both the potential positive and negative outcomes of those requests.

6. President Daniels [\[Appendix B\]](#) thanked Chair Brady for taking on the role of Senate leadership, and for the efficient way she outlined her plans. He then announced that on 13 September, Secretary of Commerce Gina Raimondo and Secretary of State Antony Blinken would visit Purdue's West Lafayette campus to tour Birck Nanotechnology Center and for a conversation about the CHIPS Act. While programming would be tightly controlled by the Secretaries' staffs, the events were live-streamed. President Daniels reflected that at least five Cabinet Secretaries of three different administrations had visited Purdue's campus since the Obama administration, a tribute to the quality of the research and the academic reputation of our school. He also announced the reopening on 24 August 2022 of the new and expanded Patty Jischke Early Care and Education Center. The new Center has a capacity of 162 children maximum (the previous one had a capacity of 88). The current challenge facing the Center was therefore not spaces for children, but staffing. However, President Daniels reported that the operators of the Center were beginning to make gains in that area as well. Finally, President Daniels presented the recently completed West Lafayette campus census data. Highlights included: the surge in applications continued to accelerate to 68,309 applications for the most recent class; he described this as both very positive, and also a substantial challenge for those reviewing applications. New beginners comprised the second largest class in Purdue's history, with 9,354 students (10,191 last year). The domestic non-Indiana yield continued to be strong. Total undergraduate enrollment was tallied at 37,949 students, and includes 30% U.S. minorities and 12.8% members of underserved minority groups. We also have the largest graduate student class ever, at 12,017.

7. Because Provost Akridge had been asked to present an update on the new IUPUI Memorandum of Understanding, he did this prior to Question Time, which followed. He was joined by Provost Fellow Carrie Berger, who was also working on the Purdue Indianapolis realignment. [\[Appendix C\]](#) IUPUI had been operating for about 50 years, with two Colleges—Engineering and Science—belonging largely to Purdue, although within each were a few IU units. IU had operational/administrative control of the entire campus, as well. For many years, there had been calls for Purdue to establish a more robust presence in Indianapolis, and this had been something President Daniels had asked for. IU's new president, Pamela Whitten, had decided in concert with President Daniels that the time had come to realign the campuses to create a next-generation urban campus in which each institution operated independently, leveraging the strength of both globally respected reputations. The idea is that over the next two years, IUPUI will gradually be dissolved, while there would still be both an IU and a Purdue presence in Indianapolis. We would operate this urban campus as a fully integrated extension of West Lafayette, not as a new regional campus. Most of the College of Science in IUPUI would revert to IU, but Purdue would offer the BS, MS, and PhD in engineering, computer science, and our Polytechnic disciplines. Except for Computer Science, most of the College of Science will move to IU in large part because they are aligned with a focus on the health disciplines in Indianapolis and the very large number of service courses that they'll be teaching to the rest of the campus. Options for students will include: studying all four years in Indianapolis, but also West Lafayette students might spend a semester or a year in Indianapolis in a study away program and/or in an internship. This also creates a potential pathway to engage our online students who are based in Indy, as well as the Polytechnic High School students. A division of the [Purdue Applied Research Institute](#) in Indianapolis would allow the pursuit of projects that we currently aren't competitive for in West Lafayette. Moreover, there is great opportunity for increased Purdue branding in Indianapolis, for example with a much deeper partnership with the IU School of Medicine led out of biomedical engineering, and involving other programs such as Speech, Language, and Hearing Sciences, as well as the cancer center.

Dr. Berger explained that there has been a downward trend of undergraduate enrollment at the IUPUI campus. This provides an opportunity for growth; the current goal is to grow enrollment by 1000 students. Also, enrollment in Indianapolis doctoral programs is already doing well; we expect that will continue. Dr. Berger stated that there are about 127 faculty in engineering and technology; half of whom are tenured or tenure track. There are about 56 staff as well. In the Department of Computer Science are about 19 faculty, 14 tenured or tenure track, and about three staff members. It is expected that all of those faculty and staff would ultimately join departments on the West Lafayette campus. The research expenditures for the last fiscal year were approximately \$10 million for the departments that will be moving to the West Lafayette campus. The only IUPUI building that is entirely Purdue's is the Engineering and Technology Building. Purdue faculty share space heavily with IU faculty in four other buildings as well. It will be important to understand how to optimize those collaborations made possible by shared space. Working groups have been set up to handle the academic affairs issues. It was anticipated that needed guidance from the HLC and ICHE will be forthcoming shortly. It is being encouraged

for West Lafayette people to build bridges with colleagues through a collaborative research seed grant program. The MOU states that tenure will be honored for tenured and tenure-track faculty; guidance for how to handle this was being drafted, as well as guidance for non-tenure-track faculty and staff.

Professor Alice Pawley asked how the working groups planned to involve the existing committee structure of the Senate, particularly in areas of faculty authority and responsibility, curriculum, and promotion and tenure. Provost Akridge stated that the Senate and its committees would be consulted in those areas as appropriate. He added that we will be looking to transition Indianapolis people and practices into West Lafayette, and so much of the governance and committee structure is already in place here.

Professor Darci Trader asked about the inclusion of the College of Pharmacy in the IUPUI realignment, given that it already has substantial coordination with the IU School of Medicine. Provost Akridge stated that while it was still early in the conversation, he felt confident Pharmacy would be involved.

8. During Question Time, two pre-submitted questions were addressed directly. Answers to the other questions were posted to the Senate website. The first question had to do with viral wastewater monitoring. President Daniels stated that as of that afternoon, the data was not saying very much. There had been a lot of variation. Most findings at Purdue and in the cities of Lafayette and West Lafayette showed low levels, and while there had been some spikes as well, none suggested a hot spot or other event that would suggest a change to campus policy.

The other question asked, of the 213 new faculty hires how many of those faculty were tenure-track and how many were clinical professional, and were any lectures included in that number? Provost Akridge clarified at Purdue, lecturers are classified as staff rather than faculty. 158 of the 213 hired were tenure-track and 55 (26%) were clinical professional. Clinical faculty start on renewable 3-year contracts, and if promoted to associate or full work on renewable 5-year contracts. There have been 239 searches announced for the coming academic year: 187 of those are tenure-track and 52 are clinical professional. He clarified that the recent change in policy to raise the cap on clinical professional faculty from 15% to 20% of the overall faculty number being was due to growth in particular areas (e.g., Nursing, Vet Med, Pharmacy) that required faculty who could be very focused on the teaching mission of our enterprise. In addition, our online space has expanded dramatically, and the work of the Office of Engagement has encouraged some departments to add professors of practice to their rosters. The cap increase was announced in the [1 June 2022 Purdue Today](#), and followed normal processes, including vetting with Senate leadership, the Faculty Affairs Committee, the Deans, etc. At the regional campuses (which had an increase of 20%-25%) the Vice Chancellors took it to their Senate leadership, and it went through normal policy review there. Even at 20%, Purdue would remain one of the R1s with the highest proportion of tenure-track faculty in the nation.

9. Senior Director Candace Shaffer presented an update on benefits [\[Appendix D\]](#). She noted that while demographics for people on the health plan have been fairly steady, we have the highest rate of compliance with annual physicals since 2017 (57%). For the fourth year in a row, there was no scheduled premium increases across all plans. We continue to have a gap between retiree utilization and premiums. A concierge program covering specific services would be optional for 2023, and would include a cash incentive for use. The Center for Healthy Living was being expanded, including a telehealth pilot launching in January 2023. As an appreciation award, in November, all employees enrolled in a medical plan would receive two months of the employee premium.

Employees would continue to have three choices of plans, with the question being whether they preferred to pay more upfront in the premium and have less deductible cost, or pay less in premiums but potentially pay more towards the deductible. All the same services covered in 2022 will be covered in 2023. Using all HSA incentives, employees could potentially half their deductibles by as much as 45%.

HealthSeek divides in-network caregivers into tier-one (least expensive) and tier-two (more expensive) groups. 65% of Purdue health plan members work with HealthSeek providers, and these employees are more compliant with their annual physicals and wellness screenings.

Prescription coverage plans have not changed in recent years. However, the way CVS Caremark classifies medications can vary as often as a monthly and sometimes even weekly, and so it becomes frustrating for the patient to watch their medication costs change from month-to-month seemingly at random. There are optional tools available to look for savings on prescription medications.

A B1G Benchmark as well as Indiana Higher Ed Benchmark on benefits had recently been completed. Highlights include: Purdue is pretty typical demographically, with an average employee age of 47. Purdue is the only B1G institution, and one of only two institutions in Indiana, that offers only High Deductible Health Plans. Purdue is competitive in terms of employee contributions.

Director Shaffer offered to take questions either in the meeting or outside of it via email. Chair Brady, who noted for the record that she is a Spartan, asked why the B1G infographic showed only the Michigan State logo and not the University of Michigan one. Director Shaffer explained that the map showed only the validated data, and the Wolverines presumably in typical Wolverine fashion had not responded to requests for validation. Professor Pawley asked how benefits would change in light of Indiana Senate Document 1. Director Shaffer responded that there would be no change, and that all Purdue medical plans allowed patients to seek medical care out of state if it was not available in Indiana. She did not know how this might interact with PUSH, the Student Healthcare facility. Professor Li Qiao asked whether IU Health was in Tier 1 or Tier 2. It is Tier 2. Professor Dabao Zhang asked why not report median levels instead of average levels? Director Shaffer said that was a good point, and that she would incorporate the feedback into the next benchmarking.

10. The Senate accepted Memorial Resolutions on behalf of Daniel Henry Gottlieb, Professor Emeritus of the Department of Mathematics; James Carlyle Lillo, Professor Emeritus of the Department of Mathematics; Thomas W. Mullikan, Professor Emeritus of the Department of Mathematics; and Marcia Gentry, Professor of Education and Director of the Gifted Education Resource Institute. A moment of silence was observed in honor of our colleagues.
11. Professor Elizabeth Richards, Chair of the Steering Committee, presented the Résumé of Items Under Consideration by Various Committees [\[Appendix E\]](#) and asked for updates. Professor David Sanders, Chair of the Student Affairs Committee, added two items: he said he was asked to share that there are two faculty members on the Purdue Student Publishing Foundation [which publishes the Exponent] who on sabbatical, and there are faculty director positions open on the board. Anyone interested in filling in was invited to contact [Professor Sanders](#). The other item was that the Student Affairs Committee was considering several PSG Documents that had been forwarded by the Steering Committee, which is traditionally a large portion of the SAC's contributions.
12. A consent calendar, brought forth by the Nominating Committee, consisted of [Senate Document 22-01](#) Nominee for the Faculty Affairs Committee, [Senate Document 22-02](#) Nominees for the Nominating Committee, [Senate Document 22-03](#) Nominee for Advisor to the Senate, and [Senate Document 22-04](#) Nominee for Advisor to the EDIC. There was no discussion and the Documents were approved by general consent.
13. Professor Sanders moved that the Senate adopt [Senate Document 21-36](#) Promoting Civic Engagement, which he presented for Action on behalf of the Student Affairs Committee. He explained the Document had begun as a resolution proposed by the Purdue Student Government, although two of the co-authors had since graduated. One of them was the President of the PSG, and the other was involved with the traffic court. They had noticed that in the Civics Literacy Proficiency graduation requirements, there were no recent programs in the Events Pathway for the spring semester. They suggested that included in that pathway should be Purdue's Student Government meetings and traffic court sessions, because both are relevant to fulfilling the civics literacy proficiency requirement. The PSG President [Shannon Kang], as well as Professor Sanders, were also members of the West Lafayette City Council, and thought that it would be worth including those meetings as potentially fulfilling the requirement as well. Professor Sanders noted that in the time since this Document was initially proposed, fall events that will fulfill the requirements had been added to the pathway calendar; he said that one of the functions of Senate Documents is that they frequently prompt action that addresses the concerns raised independent of whether the resolution passed.

Discussion began. Provost Akridge reiterated that on the [civics literacy website](#), there is a [link and a process](#) for anyone to submit events for consideration to satisfy the requirement for the Civics Events Pathway. The PSG is more than welcome to put forward their regular meetings via this process. Immediate Past Chair Steve

Beaudoin agreed that he also had wished to emphasize the process for adding events to the Civics Literacy Events Pathway. He stated he did not wish to see the Senate get into the business of bypassing a functioning university process. Professor Erik Otárola-Castillo asked how participating in Purdue's Student Government would meet the goals of understanding larger scale, countrywide political issues, as well as identifying opportunities to grow engagement in American politics at large. Professor David Koltick registered his agreement with Provost Akridge and Past Chair Beaudoin.

Professor Eric Kvam, Chair of the Educational Policy Committee, noted that as the Senate had predicted, most Purdue students are overwhelmingly civics literate to begin with, as we've seen by the very high pass rate. So adding one more thing for them to explore might be good. But this proposal could put a tremendous burden on the advisors: we've got multiple parts that have to be tracked over a very long time period, potentially. Without a mechanism put into this proposal that takes care of the advisor burden for that, then it really needs to be sent back to committee to have that part put in—if this would not be a substantial burden for the advisors, then it's not a problem, but otherwise the proposal should be reconsidered. Professor Sanders responded that the faculty and the Senate as their representative is supposed to be in charge of the curriculum. If the Senate wishes to continue to be in charge of the curriculum, this is an opportunity for them to say, "these are the sorts of events that we regard as being valuable for this pathway." He clarified, in case there had been a misunderstanding, that the Events Pathway already existed; the proposal at hand was simply an addition of events. The Purdue Student Government was looking for a blanket approval of PSG meetings or traffic court, rather than to have to petition for each meeting to be included as a separate event. He added that part of the civics literacy portfolio is understanding process, and there is little that is as impactful in terms of understanding process as actual participation, seeing sessions and learning how they operate. Provost Akridge concurred that the administration of the Events Pathway is already in place. He emphasized again that we also have a process for approving such events and evaluating them to ensure that they meet the requirements of the graduation requirement, and that the PSG could submit their events—not necessarily each time they held one, but at least so as to allow evaluation by the individuals who are responsible for approving the events and ensuring that they are consistent with the overall direction of the requirements. Vice Provost Jenna Rickus thanked Senator Kvam for his comment about the advisors. She explained that automated systems for tracking the Civics Literacy Requirement via Brightspace had already been built, so that the burden of students registering and being tracked did not fall entirely on academic advisors. But they are not responsible for tracking and that was really important. She also confirmed that she and the coordinator for approving civics literacy events had met with the Purdue Student Government in the spring, and the coordinator was assisting them in submitting some events for consideration.

There being no further discussion, Chair Brady put the question to vote. 26 votes were cast in favor of the Document, 39 votes were cast in opposition, and there were six abstentions. The motion failed to carry.

14. Chair Brady asked for a motion for Determination of AY 2022-23 Senate Meeting Modality. She explained that SD 21-08 states that the Senate may convene remotely using Zoom or a similar platform when it is the will of the body expressed by a majority vote. Leadership had determined to wait for fall semester to take a vote, so that new Senators would have an opportunity to weigh in. Professor Richards moved that the Senate determine its mode of meeting for the AY 2022-23. The motion being moved and seconded, the question was put. The vote was 66-8 for the Senate to remain online. One person voted for neither online, nor in person, but a secret third thing. This vote was not invalid and not counted.

15. Professor Sanders presented **Senate Document 22-05** Endorsement of the Authorship of Scholarly Works Standard (revised) for Discussion. He explained that he had crafted the Document with the assistance of Research Integrity Officer Jamie Mohler, and that while the Faculty Affairs Committee had not held a vote on the Document, they had considered it and had asked for a minor revision, which had been accepted. This was the addition of a faculty committee step in the resolution process for a dispute over authorship. An additional change since Dean Mohler's presentation in Spring 2022 was the inclusion of the definition of authorship from the International Committee of Medical Journal Editors, as their rules were generally accepted as being a solid standard even for those publishing outside the aegis of their imprints.

Chair Brady felt this Document and the expectations it would set were important for the University. She solicited feedback from the Senate for Professor Sanders and Dean Mohler.

Past Chair Beaudoin asked how often we have these disputes. Dean Mohler stated that since beginning his service as RIO in 2019, he had his first dispute within the first two months, and since then has seen about seven in all. He explained that he is operating to resolve these disputes without a set policy, and that having a clear resolution process is important. He also stated that the policy proposed is modelled after The Ohio State University's guidelines, since they are often pointed to as the standard.

Professor Pawley said that Dean Mohler had spoken to her department about the policy. She asked whether this proposal was intended to solve an immediate problem, or whether it was more about bringing us into line with our peers. He responded that his motivation was not just from his work as Research Integrity Officer, but more as a response to what he saw in the Graduate School. Because there is no guidance for typical accepted practice about authorship, particularly how author order is established, unacceptable practices and so on, and no dispute resolution process, there's really no way to balance power differentials when a dispute comes up. Most disputes can be resolved through discussion and better understanding between the parties; the proposal at hand is to provide a clear mechanism for this, because the alternative is that disputes will continue to be tossed around like so many hot potatoes. Most important is to identify good practice,

to identify bad practice, and to have a way to adjudicate or mediate disputes. He also signaled his willingness to add AAUP statements on plagiarism and multiple-authored works to the list of references.

Chair Brady and Professor Sanders both agreed that having these standards made clear and available might also prevent conflicts from happening in the first place. Chair Brady reminded the Senate that the Document would be presented for Action in October, and would need a second to move forward at that point.

16. There being no further business, the meeting adjourned at 4:22pm.

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
Françoise Brosseau-Lapré	1	SLHS

Committee Votes:**For:**

Dulcy Abraham
Damon Lisch
Robert Nowack
Jan Olek
Qifan Song
Mario Ventresca

Against:

N/A

Abstained:

N/A

Absent:

Joseph Sobieralski

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominees for the Nominating Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate
Proposal: For the two openings on the Nominating Committee, the Nominating Committee proposes the following slate of nominees. The faculty members elected are to serve for terms as specified:

Name	Term Years	Department/School
Abdelfattah Nour	Fall 2022	Basic Medical Sciences
Richard Mattes	1	Nutrition Science

Committee Votes:**For:**

Dulcy Abraham
Damon Lisch
Robert Nowack
Jan Olek
Qifan Song
Mario Ventresca

Against:

N/A

Abstained:

N/A

Absent:

Joseph Sobieralski

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for Advisor to the University Senate
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate
Proposal: Senate Bylaw 2.00c specifies that “between six and sixteen” Advisors be designated to the Senate with full floor privileges but not the vote. The Nominating Committee recommends the following be added to the roster of Advisors to the Senate:

Name	Term Years	Position
Kristina Wong Davis	3 years	Vice Provost for Enrollment Management

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Damon Lisch Robert Nowack Jan Olek Qifan Song Mario Ventresca	N/A	N/A	Joseph Sobieralski

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for Advisor to the Equity, Diversity, and Inclusion Committee
Reference: Bylaws of the University Senate
SD 22-03
Disposition: Election by the University Senate
Proposal: With the consent of the Chair of the Equity, Diversity, and Inclusion Senate Standing Committee, the Nominating Committee proposes that the following advisor be added to the EDIC roster:

Name	Term Years	Position
Kristina Wong Davis	3 years	Vice Provost for Enrollment Management

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Damon Lisch Robert Nowack Jan Olek Qifan Song Mario Ventresca	N/A	N/A	Joseph Sobieralski

To: The University Senate
From: Student Affairs Committee
Subject: Promoting Civic Engagement
Disposition: University Senate for Discussion and Adoption
Reference: <https://www.purdue.edu/provost/about/provostInitiatives/civics/>

Proposal Expanding the list of events that fulfill the Civics Literacy Proficiency Graduation Requirement

Rationale: The Purdue University Board of Trustees established a graduation requirement for Civics Literacy Proficiency for baccalaureate degrees in June 2021. The faculty and students through their elected representatives have repeatedly expressed a preference for promoting civic engagement. One approved “pathway” towards demonstrating the graduation requirement is through attending approved civics-related events. Purdue Student Government Senate Sessions and Judicial Proceedings and West Lafayette City Council meetings provide excellent opportunities for attendees to participate in civic life.

Proposal: The University Senate establishes that the “Civics Event pathway” for the graduation requirement for Civics Literacy Proficiency for baccalaureate degrees includes attendance at events such as Purdue Student Government Senate and Traffic Court sessions and West Lafayette City Council meetings and that documented attendance at six such events fulfills the Civics Literacy Proficiency graduation requirement.

Student Affairs Committee Votes:

For:

Faculty

Chittaranjan Das
Erika Birgit Kaufmann
David Sanders
Dennis Savaiano
Jane F. Yacilla

Students

Mohamed Bouftas
Kamryn Bridges
Ailin Fei
Lillian Ferguson
Veronica Reynolds
Matt Stachler

Advisors

Melanie Morgan

Against:

Abstained:

Advisors

Heather Beasley

Absent:

Faculty

Bradley J Alge
Alan M. Friedman
Alexander Kildishev
Felicia Roberts
Mark C. Rochat
Steven Scott
Rusi Taleyarkhan
Haiyan (Henry) Zhang

Advisors

Beth McCuskey

To: The University Senate
From: David Sanders
Subject: Authorship of Scholarly Works Standard
Reference: Purdue University Authorship of Scholarly Works Standard Document (attached)
Disposition: University Senate for Discussion and Adoption

Rationale: An important component of research integrity is the definition of the responsibilities of authorship of scholarly works. It is essential that the criteria for authorship be clear and that the obligations imposed by being listed as an author be specified. Purdue University has not previously had an Authorship standard. Through this resolution, the Purdue University Senate invites Purdue University community participation in the refinement of the authorship standard and promotes awareness of its promulgation.

Proposal: Endorsement of the Authorship of Scholarly Works Standard
The University Senate endorses the proposed Authorship of Scholarly Works Standard and encourages widespread dissemination of its content.

Authorship of Scholarly Works (S-)

Standard: [University Policy Office will complete]

Responsible Executive: Provost and Executive Vice President for Academic Affairs and Diversity

Responsible Office: Research Integrity Office

Date Issued: [University Policy Office will complete]

Date Last Revised: N/A

TABLE OF CONTENTS

Contacts

Individuals and Entities Affected by this Standard

Statement of Standard

Responsibilities

Definitions (defined terms are capitalized throughout the document)

Related Documents, Forms and Tools

History and Updates

Appendix

CONTACTS

Clarification of Standard		
Title/Office	Telephone	Email/Webpage
Research Integrity Officer	765-496-3844	researchintegrity@purdue.edu

INDIVIDUALS AND ENTITIES AFFECTED BY THIS STANDARD

All Purdue Associates who make a scholarly contribution to research or the reporting of research in scholarly works.

STATEMENT OF STANDARD

Accuracy of authorship attribution is paramount to scholarly integrity and maintaining the public trust in the research and scholarship generated from Purdue University. Attribution of authorship is as critical to the integrity of the publication record as the reported methodology, interpretation or conclusions. Inaccurate identification of authors harms the participating scholars and the credibility of the research and the institution.

This standard affirms the university's commitment to research and scholarship integrity as represented by listed authors and associated acknowledgement sections. This standard and its

requirements are rooted in, and informed by, Purdue's overarching [Statement of Integrity and Code of Conduct](#).

Suitable Authorship Practices

All Purdue Associates are required to list authors of scholarly works in accordance with authorship norms commonly accepted within a particular domain of scholarship and in accordance with the following:

1. List authors accurately and completely;
2. Do not list any gift authors, guest authors or ghost authors (see Unacceptable Authorship Practices below); and
3. Apportion credit fairly and accurately (through the order of authorship or other means).

This standard applies to all situations that include, or allegedly should include, a Purdue Associate as a co-author.

Authorship Defined

Many organizations, journals and conferences publish guidelines for author identification. In the absence of such a guideline, include authors based upon the following from the International Committee of Medical Journal Editors:

- “Substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data for the work; AND
- Drafting the work or revising it critically for important intellectual content; AND
- Final approval of the version to be published; AND
- Agreement to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved.”

At Purdue University, substantial contribution to a work that deserves credit as an author requires both material participation and intellectual contribution. Credit for Co-author is expected when an individual both materially participates in a research project and provides intellectual contribution for which a resulting publication would suffer if it were lacking.

Acknowledgements may be used to denote contributions to the work that do not meet the criteria of authorship, such as supporting the study, general mentoring, acting as study coordinator and other related auxiliary activities. Authors should verify that all individuals notes in an acknowledgements section have been granted permission to be listed.

Author Order

The meaning of author order may vary by discipline or publication. Purdue Associates are encouraged to follow discipline or source conventions in the ordering of authors. Typically, the

order of authorship conveys level of contribution. If there is equal involvement, authors are often ordered alphabetically by surname.

Where there is no prevailing convention and authorship is unequal, Purdue Associates should strive for correct representation based on contribution to the work. It is encouraged that Purdue Associates discuss and agree upon authorship and author order at the outset of a project.

Unacceptable Authorship Practices

Purdue Associates are required to avoid any manipulation of author identification to mislead the reader. In particular, the following practices are unacceptable:

1. Gift authorship – co-authorship given as reward or repayment to someone who did not contribute significantly to a work; “quid pro quo” authorship.
2. Guest authorship – co-authorship given due to reputation or influence to increase the potential for acceptance of the publication, when the co-author did not contribute significantly to the work; “honorary” authorship.
3. Ghost authorship – concealment of an author’s hand in the research or report of research.

Resolution of Authorship Disputes

A Purdue Associate who experiences an inaccurate or omitted authorship identification is encouraged to seek satisfactory resolution from the lead author or Corresponding author. If attempts to resolve the issue fail, the associate may report the concern in writing to the Research Integrity Officer.

The Research Integrity Officer and/or a tenured faculty member of their choosing, with no conflict of interest, will mediate among authors to obtain a voluntary resolution to the dispute. Choices of tenured faculty could be: disinterested faculty in the appropriate discipline, the chair of a unit graduate program, the associate dean of research, or others. If a voluntary resolution is not reached, the Research Integrity Officer will, in consultation with the Office of the Provost, refer the dispute to an appropriate academic head or dean **who will create a faculty committee** to advise the Office of the Provost on an appropriate resolution.

In the event that a credible allegation of plagiarism exists in addition to the authorship dispute, the allegation will be subject to review under the University’s policy on [Research Misconduct \(III.A.2\)](#).

This standard does not supersede intellectual property rights outlined in University [Policy I.A.1. Intellectual Property](#) and Standard S-19 Courseware and Online Modules.

RESPONSIBILITIES

Purdue Associates

- Understand this standard and use it as a guide for establishing authorship credit, author order and appropriate acknowledgement in all scholarly activities.

- Can identify which co-authors are responsible for specific other parts of the work and should have confidence in the integrity of the contributions of their co-authors.
- Report in good faith inaccurate, omitted or unacceptable authorship information as outlined in this standard.
- Abstain from the unacceptable practices of gift, guest and ghost authorship.
- Communicate this standard to other Purdue Associates in the course of research work and graduate advising at Purdue University.
- When requested, work with Purdue officials to resolve authorship disputes.

Dean/Associate Dean and School/Department Head/Chair

- Understand this standard and use it as a guide for helping faculty establish appropriate authorship credit, author order and acknowledgement when called upon to do so.
- Report in good faith inaccurate, omitted or unacceptable authorship information as outlined in this standard.
- Using this standard as a guide, assist in resolving authorship disputes.

Provost

- With guidance from the RIO, assign an academic head or dean to mediate and propose an authorship dispute resolution if faculty mediation fails to resolve the situation.
- When disputes involve external parties, work with the RIO to assign an appropriate individual to mediate and propose an authorship dispute resolution.

Research Integrity Officer

- Administer this standard.
- Receive reports of inaccurate, omitted or unacceptable authorship information as outlined in this standard and coordinate resolution of authorship disputes.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central [Policy Glossary](#) for additional defined terms.

Acknowledgment

Recognition of a participant whose involvement does not meet the discipline's recognized criteria for authorship.

Co-author

A participant whose contribution to a scholarly work meets the discipline's recognized criteria for authorship.

Corresponding Author

Sometimes also called primary author; a participant who takes primary responsibility for the submission and communication with the publisher and responds to any questions about the work during and after publication.

Principal Investigator

Principal Investigator is the primary individual responsible for the preparation, conduct, and administration of a research grant, cooperative agreement, training or public service project, contract, or other sponsored project in compliance with applicable laws and regulations and institutional policy governing the conduct of sponsored research.

Purdue Associate

See definition in the policy on [Research Misconduct \(III.A.2\)](#).

Research Misconduct

See definition in the policy on [Research Misconduct \(III.A.2\)](#).

RELATED DOCUMENTS, FORMS AND TOOLS

This standard is issued in support of the policy on [Research Misconduct \(III.A.2\)](#), as amended or superseded.

International Committee of Medical Journal Editors (ICMJE). (2022). *Roles and Responsibilities of Authors, Contributors, Reviewers, Editors, Publishers, and Owners*. Retrieved from <http://www.icmje.org/recommendations/browse/roles-and-responsibilities/>.

Council of Science Editors. (2018). *White Paper on Promoting Integrity in Scientific Journal Publications*. Retrieved from <https://www.councilscienceeditors.org/resource-library/editorial-policies/white-paper-on-publication-ethics/>.

HISTORY AND UPDATES

[TBD]: This is the first standard to address this issue.

APPENDIX

There are no appendices to this standard.

<i>Senate Document</i>	<i>Title</i>	<i>Origin</i>	<i>Senate Action</i>	<i>Implementation</i>
20-45	Senate Document 20-45 Required Department QPR (Question, Persuade, Refer) Liaisons for Mental Health Action	Presented by Purdue Student Government	TBD	N/A
21-36	Senate Document 21-36 Promoting Civic Engagement	Presented by Student Affairs Committee	*Failed 12 September 2022	N/A
22-01	Senate Document 22-01 Nominee for the Faculty Affairs Committee	Presented By Nominating Committee	*Approved 12 September 2022	N/A
22-02	Senate Document 22-02 Nominees for the Nominating Committee	Presented By Nominating Committee	*Approved 12 September 2022	N/A
22-03	Senate Document 22-03 Nominee for Advisor to the Senate	Presented By Nominating Committee	*Approved 12 September 2022	N/A
22-04	Senate Document 22-04 Nominee for Advisor to the EDIC	Presented By Nominating Committee	*Approved 12 September 2022	N/A
22-05	Senate Document 22-05 Endorsement of the Authorship of Scholarly Works Standard	Presented By Professor David	*Action 17 October 2022	TBD

CHAIR'S COMMENTS

September, 2022

Welcome New and Returning Senators

My goals for the University Senate

- Engage meaningfully with the University Community to improve the Purdue experience for all community members
 - When considering bringing forth a resolution; ask 2 questions:
 - What are the potential positive outcomes of the implementation of this resolution?
 - What are the potential negative outcomes of the implementation of this resolution?

- Preferred contact Senate Chair email address: senate-chair@purdue.edu

Welcome New and Returning Senators

A little housekeeping

- Goal to address all agenda items by 5:00 pm each meeting
 - I will typically make my comments at the end of the meeting

- Parliamentary procedure reminders
 - Documents brought forth by committee do not need a second to discuss
 - Motions from individual Senators do
 - Any Senator can make a motion to send a document back to committee for more work
 - If significant amendments are requested, this might be a good strategy
 - When bringing items forward under New Business, would be advisable to have ‘socialized’ idea with other Senators for feedback and support

- Steering Committee works hard to create a coherent agenda, please request amendments to the agenda sparingly

THANK YOU



Visit from Secretaries Blinken & Raimondo

Tuesday, September 13

- 9:15 *Tour of Birck Nanotechnology Center*
- 10:45 *Conversation on CHIPS Act & restoring domestic manufacturing*



Gina M. Raimondo
Secretary of Commerce

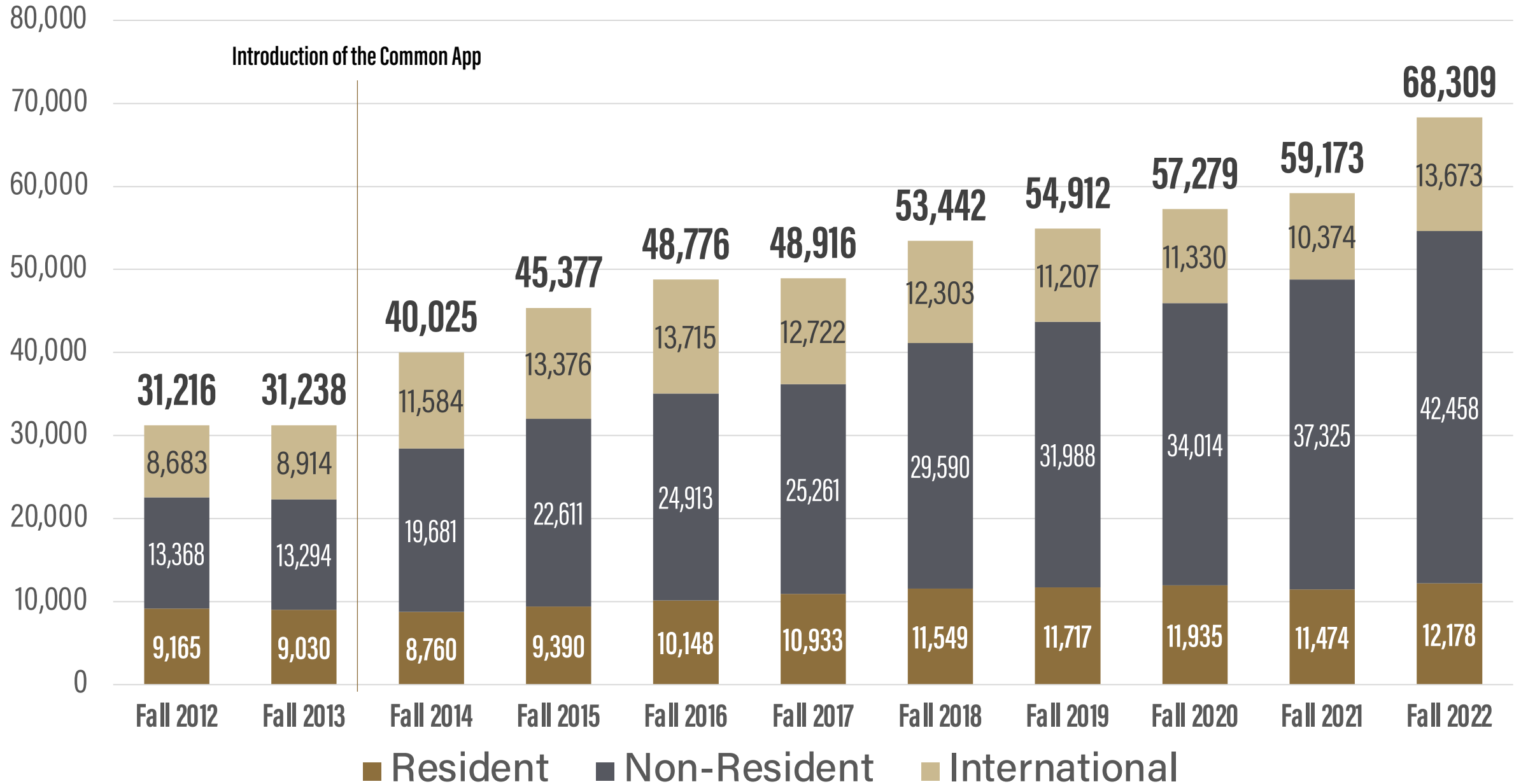


Antony J. Blinken
Secretary Of State

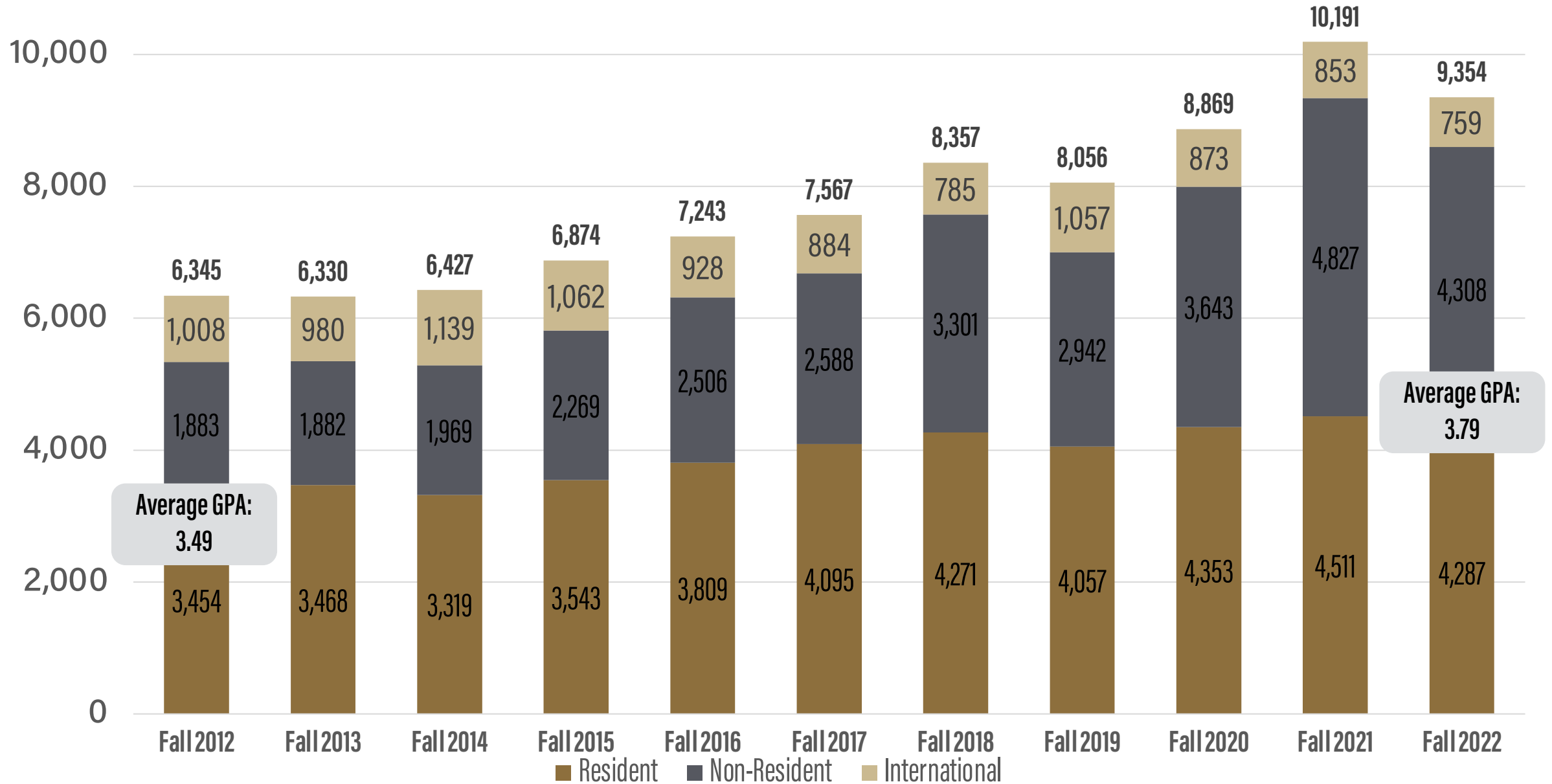
- Opened August 24
- \$6.9 million, 16,000-square-foot childcare facility
- Capacity: 162 vs. 88 at the old
- 50% full with growth expected as year progresses from typical early fall lows
- 17 employees, hiring 11 more
- Capacity for another 140 children at Purdue's Early Care and Education Center (ECEC), currently 94 spots in use



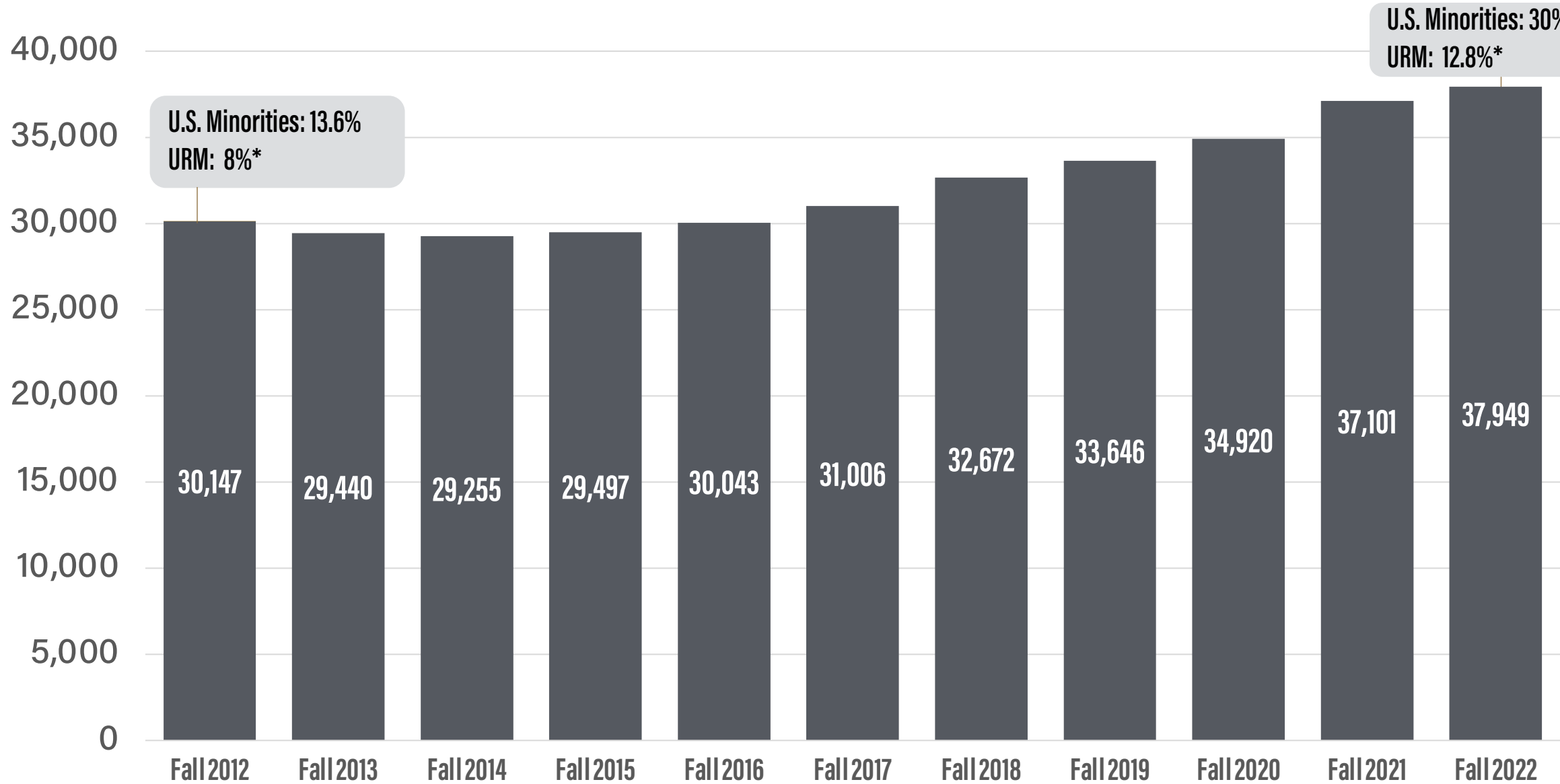
Applications continue to surge



Freshmen (New Beginners)

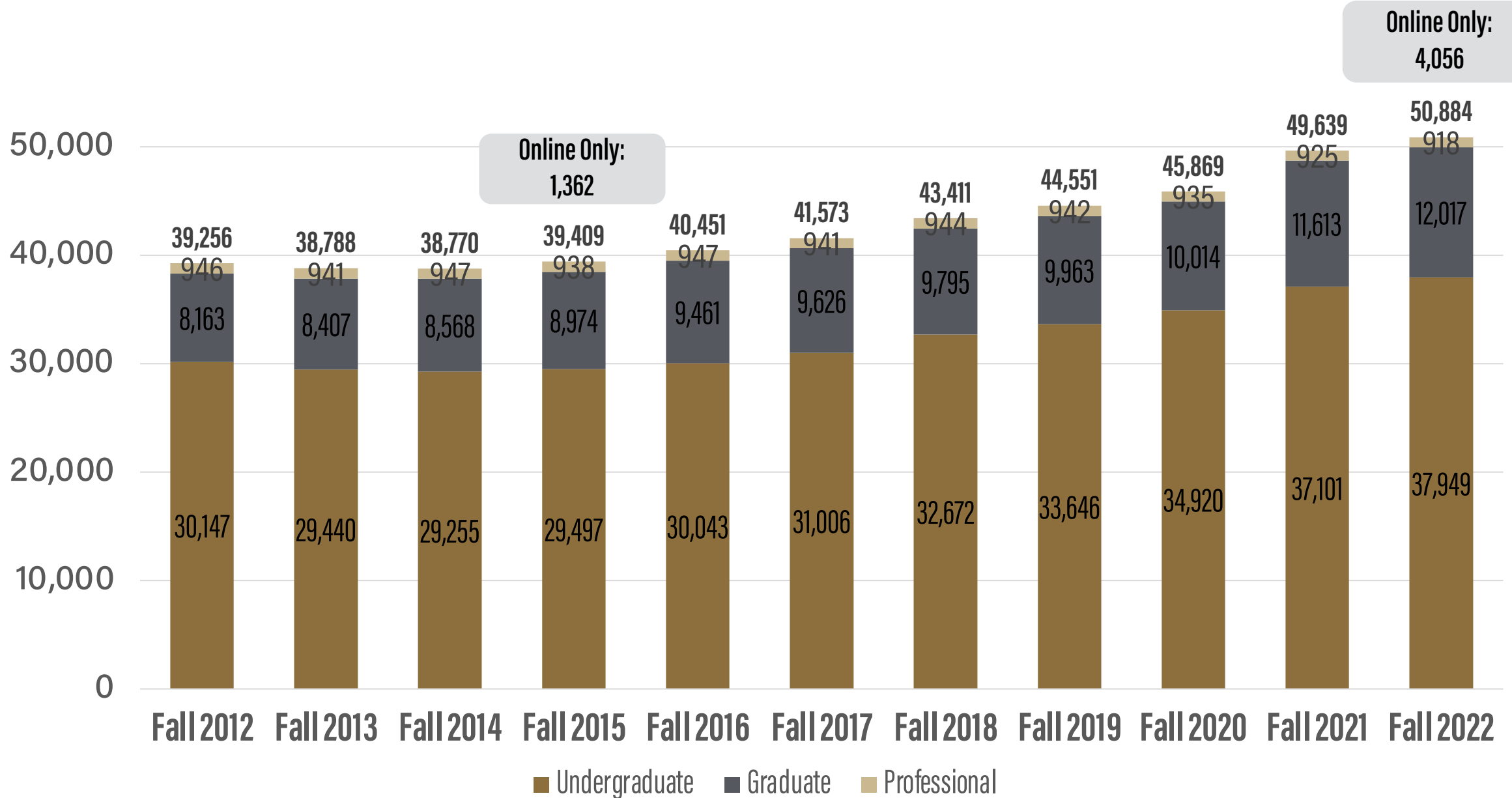


Undergraduate Enrollment



*Of domestic enrollment

Overall enrollment



***IUPUI REALIGNMENT
UNIVERSITY SENATE MEETING
SEPTEMBER 12, 2022
JAY AKRIDGE
CARRIE BERGER***



Office of the Provost

Background/Rationale

- 50+ years of operating in Indianapolis as IUPUI
- Purdue has two colleges: College of Engineering and Technology and College of Science – IU operates the campus
- Calls for many years for Purdue to have a much more robust presence in Indianapolis
- On August 12, Presidents Daniels and Whitten announced plans:
 - *to create a next-generation urban campus in which each institution operates independently, leveraging the strength of both globally respected reputations*
- Purdue will operate its Indianapolis urban campus as a fully integrated extension of Purdue West Lafayette

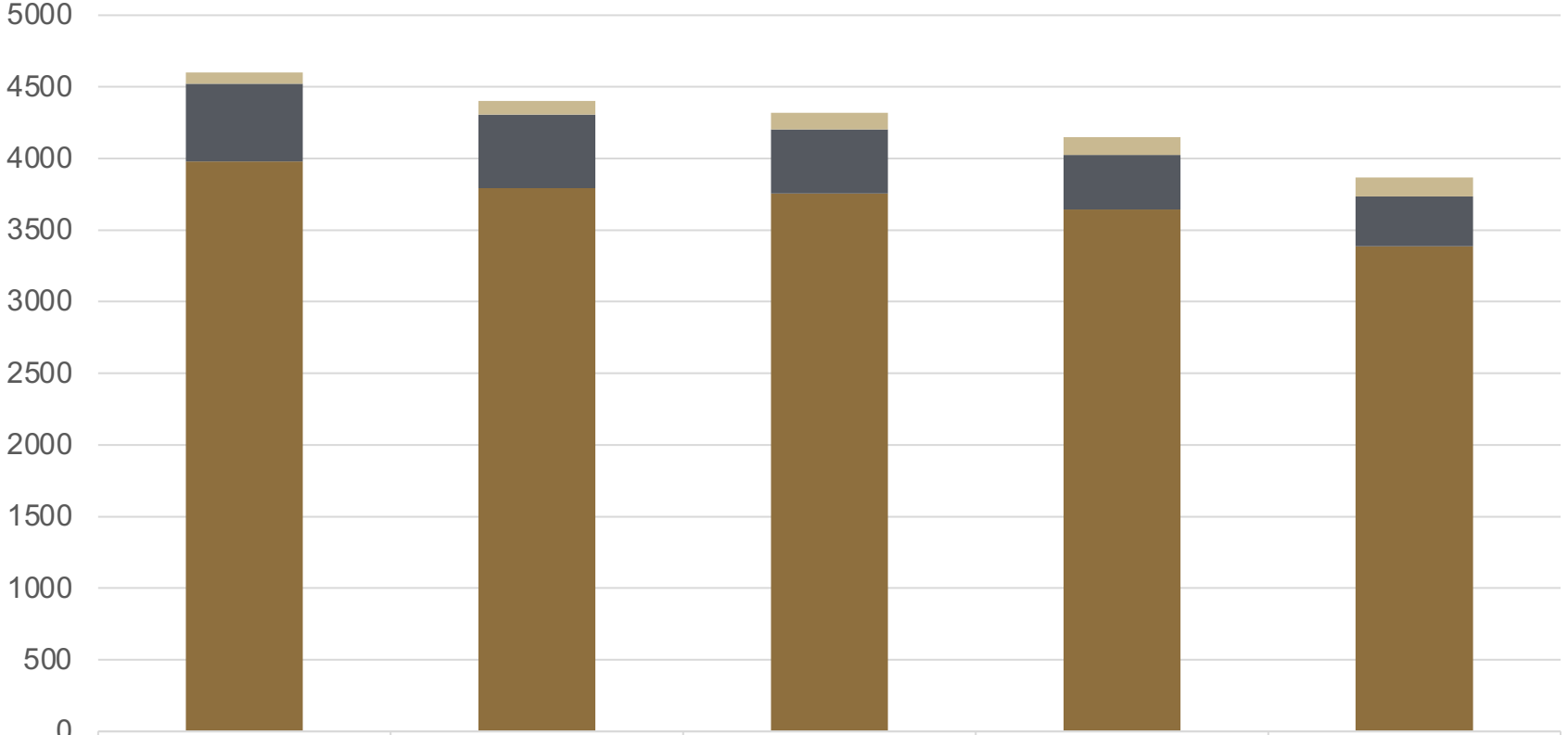


IUPUI

Vision/Goals - Overview

- Purdue will (initially) offer BS, MS, and Ph.D. programs in Engineering, Computer Science, and Polytechnic disciplines
- High-quality choice for students who want to study in an urban setting
- Support for 'Study Away' PWL programs
- Support for PWL Purdue Online/Professional Graduate Degree in Indianapolis
- Research and education partnership with IU School of Medicine.
- Indianapolis division of Purdue Applied Research Institute (PARI)
- Relationship with/support for Purdue Polytechnic High Schools

Total Engineering and Technology, Computer Science, and University College Enrollment



	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
■ Doctoral	80	93	115	121	135
■ Graduate	541	517	447	384	347
■ Undergraduates	3980	3791	3755	3642	3387

Faculty and Research

College of Engineering and Technology

- ***127 faculty (64 T/TT)***
- ***56 staff***

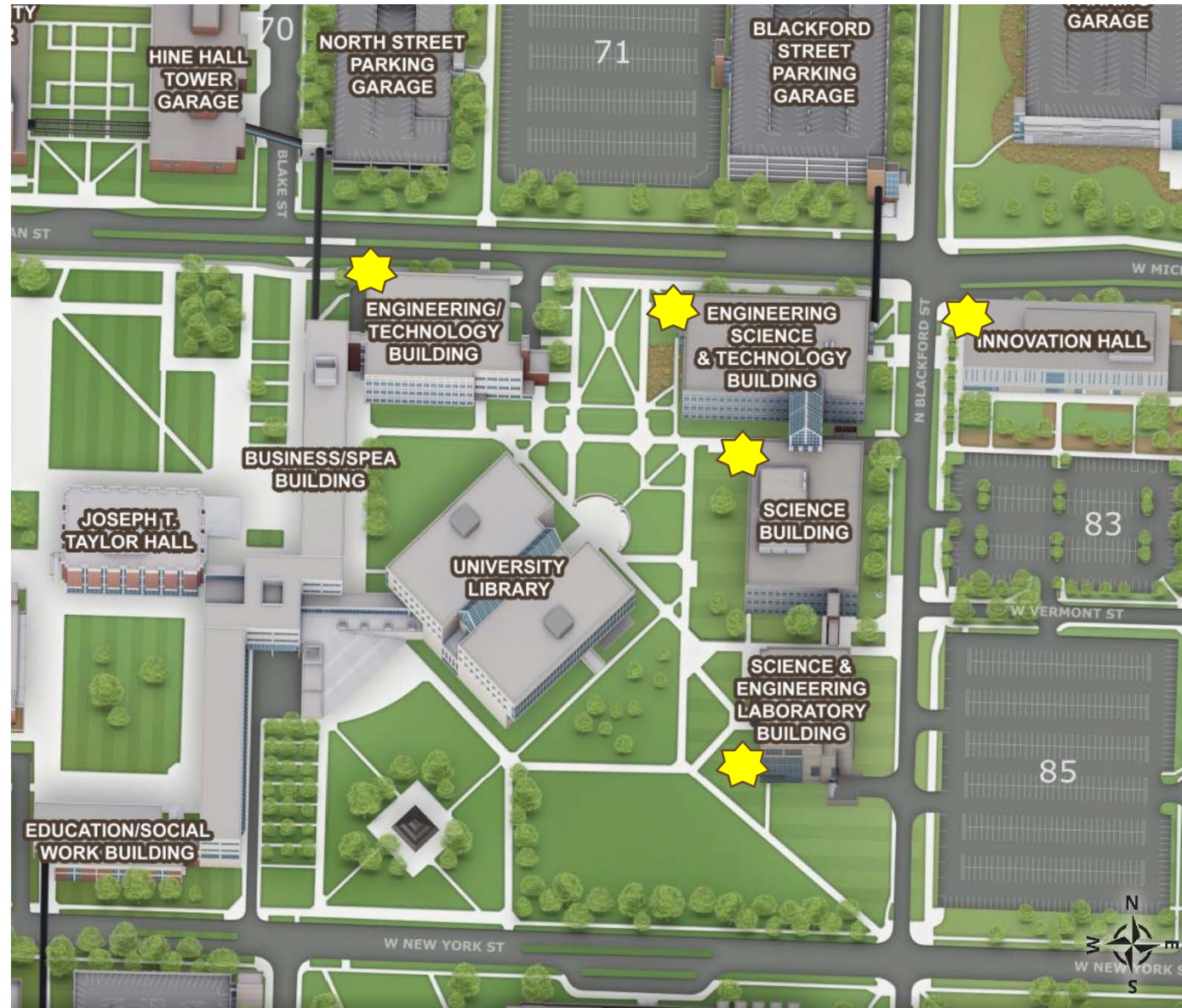
Department of Computer Science

- ***19 faculty (14 T/TT)***
- ***3 staff***

Research Expenditures

- ***Approximately \$10m in FY21-22***

IUPUI Building Map



Envisioning the Future for Engineering and Medicine: Purdue and IUSM

Goal

- Build a premier program in engineering and medicine between two top universities in Indiana that is recognized internationally.

Mission

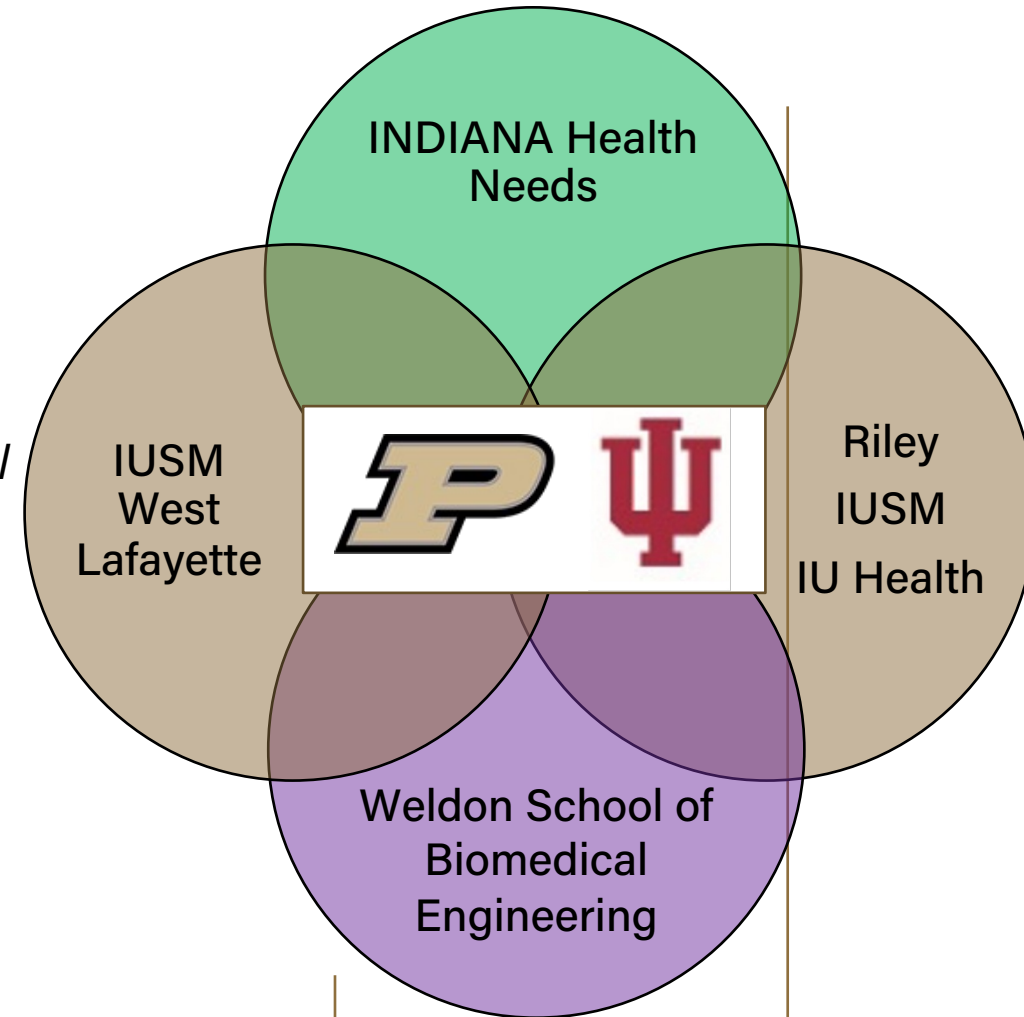
- Train the next-generation workforce, support breakthrough discoveries, and contribute to the translation and commercialization of innovative solutions that address critical medical problems and transform healthcare.

Shared

- Vision
- Leadership
- Central Support
- Co-branding
- Training Programs

Existing Peer Programs

GA Tech – Emory
MIT- Harvard
Berkeley – UCSF
Rice – Baylor



Purdue Applied Research Institute



PARI Indianapolis



Target Research Focus areas:

- Cybersecurity, Cyberphysical Systems, AI and Data Analytics
- Biotechnology for National Security
- Advanced Manufacturing, including additive

A PARI presence in Indianapolis would facilitate rapid scaling

Building a PARI presence in Indy would meet the needs of the community, while allowing us to grow in a region aligned with our academic enterprise.

- Strategic connections to industry located in the area
- Recruitment: a higher concentration of talent
- Opportunities for federal investment

ROUGH TIMELINE

- August 2022 – Memorandum of Understanding approved by Boards of Trustees of Purdue and IU
- Academic Year 2022-2023 – Engagement with campus, community and civic stakeholders; development of transition plans, support systems and policies; and negotiation/drafting of definitive agreements between Purdue and IU
- June 2023 – Definitive agreements approved by Boards of Trustees of Purdue and IU
- Academic Year 2023-2024:
 - Implementation of plans, system/policy/process transitions
 - Approvals: Higher Learning Commission; ICHE
- Fall 2024 – Purdue Indianapolis launched (July 1, 2024 “effective date”)

Next Steps

- **Academic Work Groups Active**
 - Undergraduate Academics – Jenna Rickus
 - Enrollment Management – Kris Wong Davis
 - Student Life/Co-Curricular Activities – Beth McCuskey
 - Graduate Academics – Linda Mason
 - Faculty and Staff Affairs – Peter Hollenbeck

- **Building bridges with IUPUI Colleagues**
 - Seed grant program
 - Purdue Today/communications
 - Visits

- **Faculty Transition Plan (will include governance)**

- **Working on administrative transitions: Space, IT, HR, Budget, Athletics, Industry Engagement, Research**

THANK YOU



Office of the Provost

*IUPUI REALIGNMENT
UNIVERSITY SENATE MEETING
SEPTEMBER 12, 2022
JAY AKRIDGE
CARRIE BERGER*

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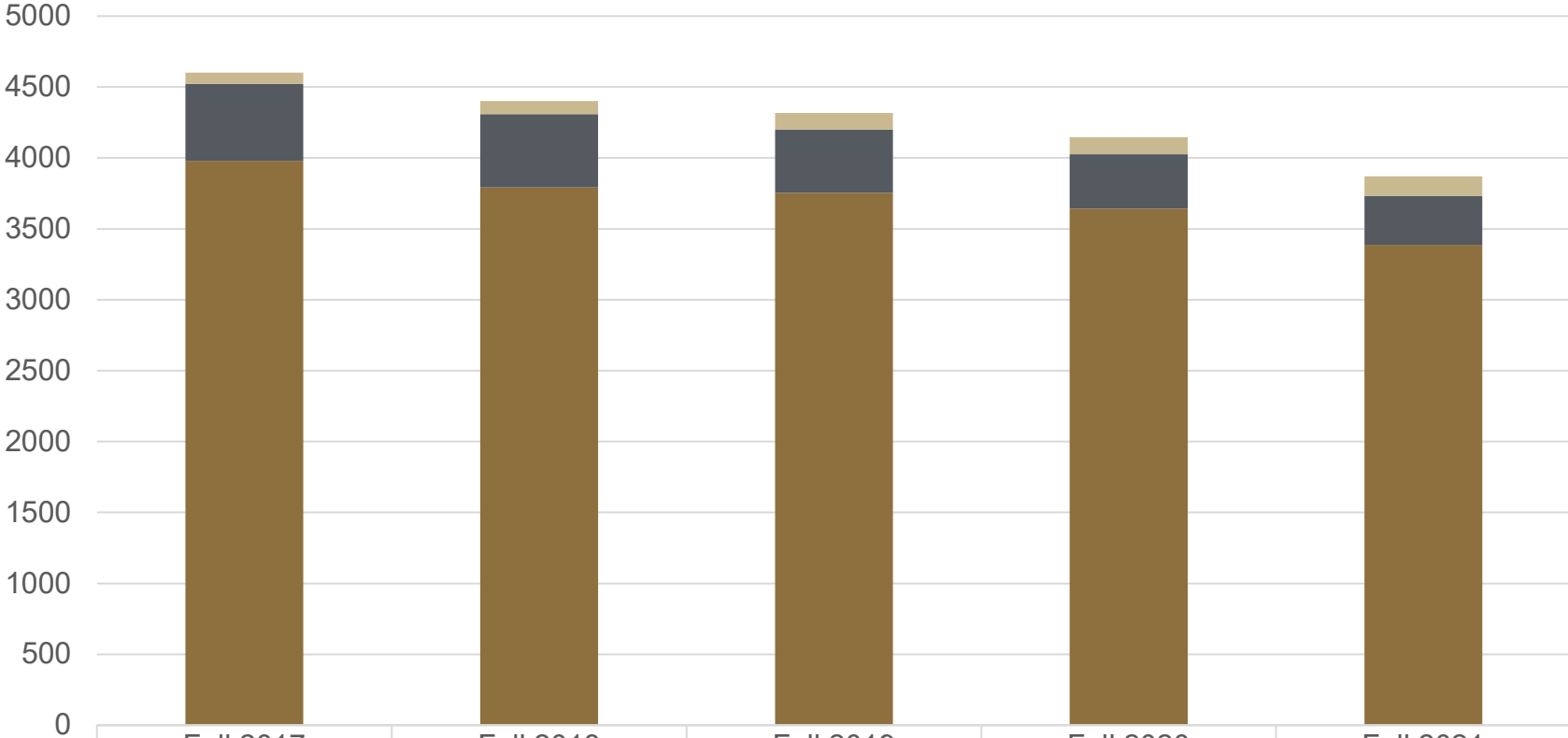


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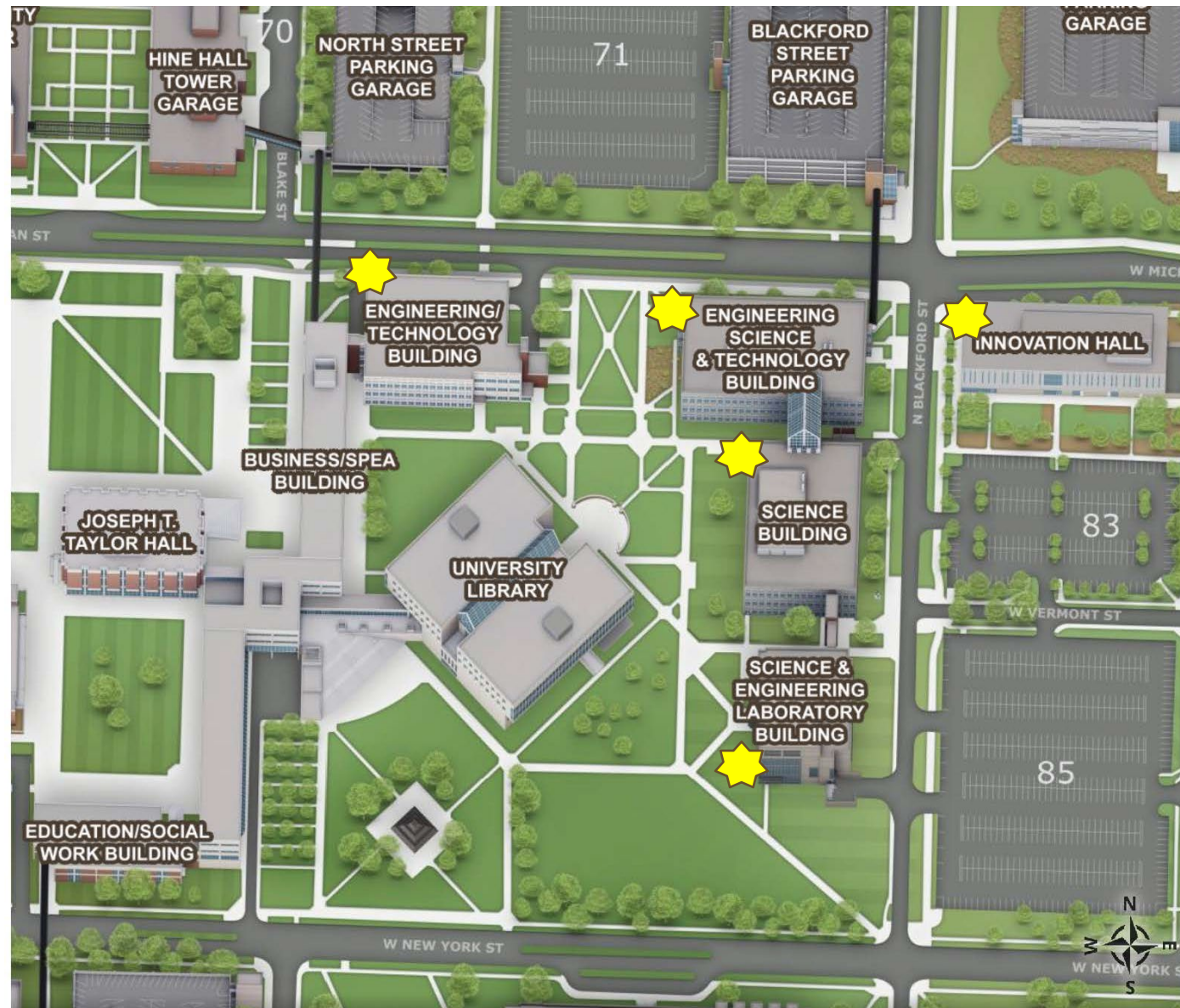
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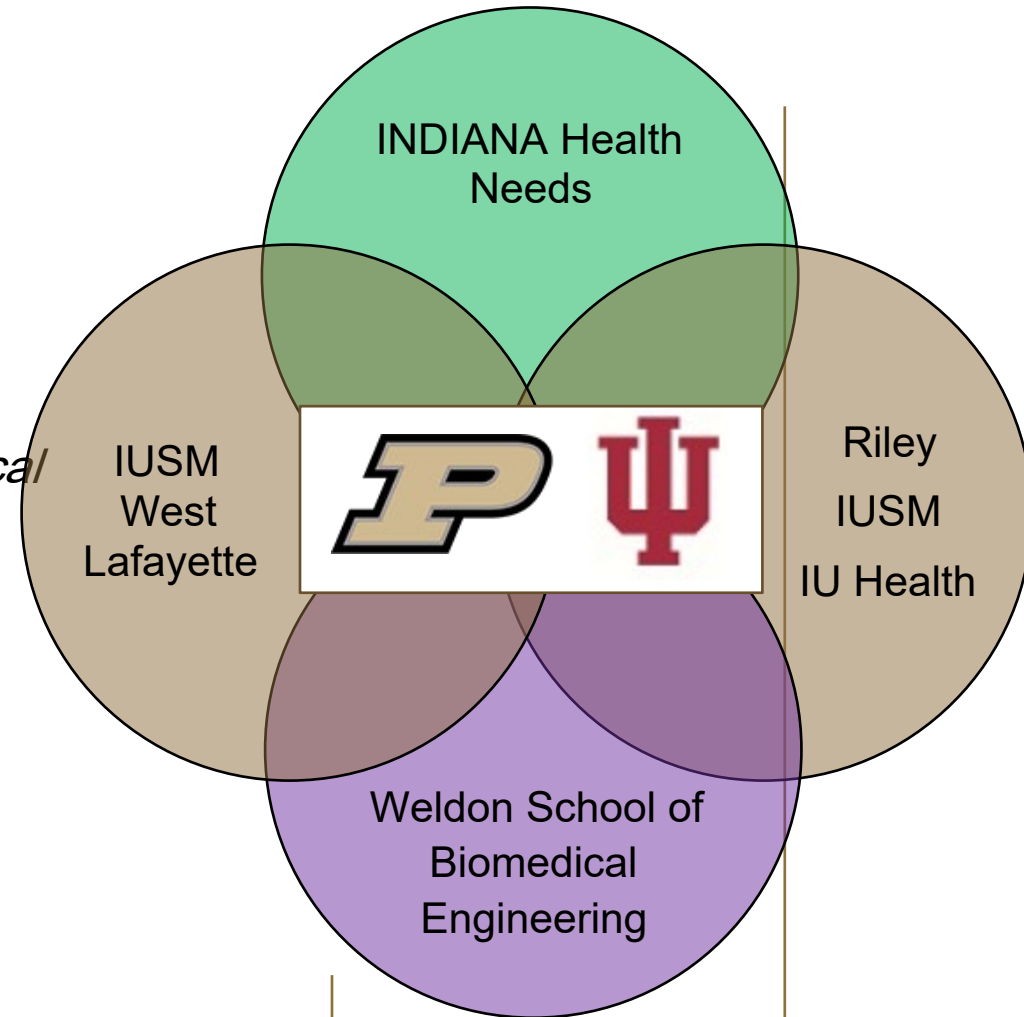
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- *Training Programs*

Existing Peer Programs

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PARI Indianapolis



PURDUE APPLIED
RESEARCH INSTITUTE



Purdue
Applied
Research
Institute



Target Research Focus areas:

- Cybersecurity, Cyberphysical Systems, AI and Data Analytics
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THANK YOU



Office of the Provost

Questions

Climate and Environmental Questions.....	2
Presently, Purdue University is not a signatory to the Greater Lafayette Climate Action Plan , even though it has been solicited to be. The mission of GLCAP is to pursue “a climate-resilient community, a reduced carbon footprint, and an equitable quality of life for all within Greater Lafayette. How we might collaborate on, if not help lead, such an effort?	2
With all the exciting land development to Purdue’s west, and thinking about how Lafayette is greatly developing east along 52, how much thought has Purdue and the two city governments put into the fact we are planting the seeds of a heat island? Green buildings themselves don’t compensate for the asphalt, concrete, and reflective roof tops that cover former wooded and agricultural space. Small trees in parking lots don’t suffice. What major efforts are we putting into avoiding the heat island effect?	2
Hiring-Related Questions.....	2
Purdue recently shared its record-setting number of new faculty appointments this year.	2
1) Of the 213 new faculty joining Purdue this fall, how many are tenure-track faculty, professors of practice, or clinical faculty? Of the clinical faculty, how many are on 3-year contracts vs. 6-year contracts? How many are tenured? Does this overall number include lecturers?	2
2) Of the 239 planned searches for 2022-23, how many are tenure-track faculty, professors of practice, or clinical faculty? How many of each group are for advanced or senior hires? Does this overall number include lecturers?	3
3) Policy VI.F.10 was revised this summer, increasing the caps for contingent faculty on all system campuses. What was the rationale for increasing it instead of putting (even) more resources into hiring more tenure-track (i.e. permanent rather than short-term contract) faculty? What process did the revision of policy go through at the West Lafayette and then the regional campuses, and where did faculty, particularly the University Senate but also the senates at Purdue-Fort Wayne and Purdue-Northwest, weigh in on this increase?	3
What were the criteria used to evaluate the various candidates for replacing President Daniels? If they are secret, why are they secret?	3
Insurance and Benefits Question	3
What evaluation is the University conducting of the impact of its high-deductible health insurance plans on the health and well-being of its lowest paid employees who are least able to afford the deductibles?	3
COVID-Related Question	3
What is the current estimate of campus positivity of COVID based on wastewater levels? Where are these data publicly available? (If they are not publicly available, why not?) Are ODOS confirmed cases being monitored to evaluate the need for potential shifts in operations?	3

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Purdue University has been making great strides in our sustainability and climate efforts, and we appreciate the continued opportunities to engage in dialogues on these topics. Through initiatives like our 2020 Physical Facilities Sustainability Master Plan, our staff are actively working to curb energy consumption and reduce our campus carbon emissions.

This spring we announced a partnership with Duke Energy that could make a drastic difference to carbon emissions. Through this partnership, we are exploring the feasibility of using small modular nuclear reactors to meet the West Lafayette campus’ long term energy needs. Nuclear energy has the potential to provide reliable electrical power with zero carbon emission. While that study is underway, we have created a platform for continued engagement and conversation on nuclear energy through the Understanding Tomorrow’s Nuclear Energy lecture series. The inaugural event, presented by Dr. Arden Bement, occurred in August, and we have two additional distinguished lecturers who will be joining us in October. We encourage everyone to join these events as they are able, either in person or through the online livestream.

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As the University and our partners in the Purdue Research Foundation and the city governments make significant strides toward new research possibilities and developments adjacent to campus, we are not doing so without a strategic framework.

Purdue is continuously working with a number of campus and external stakeholders to create master plans. These documents describe long-term visions for the physical environment needed to support a particular college/unit or the campus as a whole. In the 2018 Giant Leaps Master Plan—a 50-year vision for the future of the West Lafayette campus—we established a goal to enhance open spaces on campus to create more connected, collaborative green spaces like those already established at Memorial Mall, Purdue Mall, Founders Park, and more. The plan also recognizes the importance of maintaining Horticulture Park, for its many environmental benefits and learning opportunities. Additionally, another critically important goal in the master plan is to prioritize strategic renovations where possible. Before we look to constructing new campus facilities, we first consider a renovation that optimizes space use and modernizes interior spaces.

Also, in order to make measurable strides toward a more sustainable campus, the 2020 Physical Facilities Sustainability Master Plan was developed. Through that plan, Purdue is committed to the addition of nearly 4,000 trees to campus in the near future and a reduction in greenhouse gas emissions. The University has many examples that directly or indirectly reduce the heat island effect produced by our growing campus. As we continue forward, we welcome additional insights into new and innovative ways to further combat the heat island effect.

Hiring-Related Questions

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Provost Jay Akridge responded to these questions during the University Senate meeting. A precis of his response can be found in the meeting minutes.

What were the criteria used to evaluate the various candidates for replacing President Daniels? If they are secret, why are they secret?

On the day of the announcement that Dr. Mung Chiang would succeed Mitch Daniels as Purdue's President, the Board of Trustees specified a number of factors for their decision, including having observed Dr. Chiang's proven success at Purdue, his scholarship, his highly successful leadership of the College of Engineering, and his service to the U.S. State Department. The [full announcement](#) is available online.

Insurance and Benefits Question

What evaluation is the University conducting of the impact of its high-deductible health insurance plans on the health and well-being of its lowest paid employees who are least able to afford the deductibles?

The university continually reviews its health insurance options and evaluates the impact of the plans on all employees. Here are some facts:

- Preventive care is always covered at 100% with no cost to employees.
- The University charges substantially less in premiums for lower-wage employees (e.g., those in the limited plan pay on average 5% of the total premium and in the premier plan on average 12%).
- The University's HSA contribution reduces deductibles by over 30%.
- An analysis performed prior to the pandemic concluded utilization of care for those on consumer-driven health plans was not different compared to PPO plans. We plan to perform another analysis in 2023.
- The percent of employees (across all income levels) completing annual physicals and age-based screenings has risen with the transition to consumer-driven health plans.
- An analysis of 2021 data showed that the percentage of lower wage employees (under \$44K) hitting the out-of-pocket maximum was comparable to those with higher salaries.

For more information, please see [Candace Shaffer's presentation](#) from the September University Senate meeting.

COVID-Related Question

What is the current estimate of campus positivity of COVID based on wastewater levels? Where are these data publicly available? (If they are not publicly available, why not?) Are ODOS confirmed cases being monitored to evaluate the need for potential shifts in operations?

President Daniels responded to this question during the 12 September University Senate meeting. A precis of his response can be found in the meeting minutes.

HR Benefit Updates

University Senate – September 12, 2022

- 2023 Health Plans & 2022 Healthcare Appreciation Award
- Understanding Purdue Health Plans
- What we evaluate and how we compare

2023 Health Plans

Purdue Health Plans - Demographics

11,400 active eligible employees (monthly average)

23,844 total members (monthly average - employees, spouses, dependents)

48% single; 22% family; 14% employee + spouse; 16% employee + children

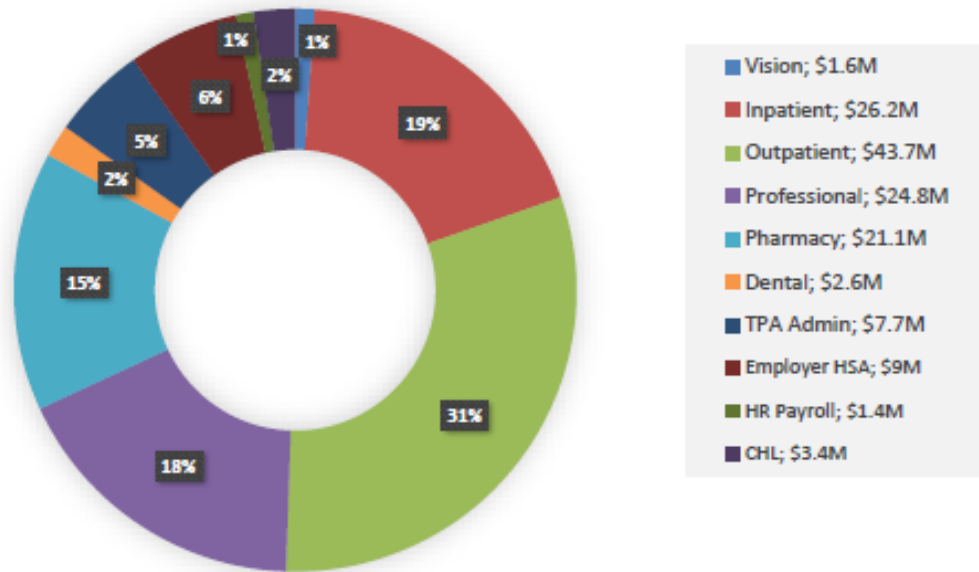
Offer Consumer Driven Health Plans with Health Savings Accounts
- 50% Premier; 33% Standard; 15% Limited; 2% J1

900 covered spouses with additional premium

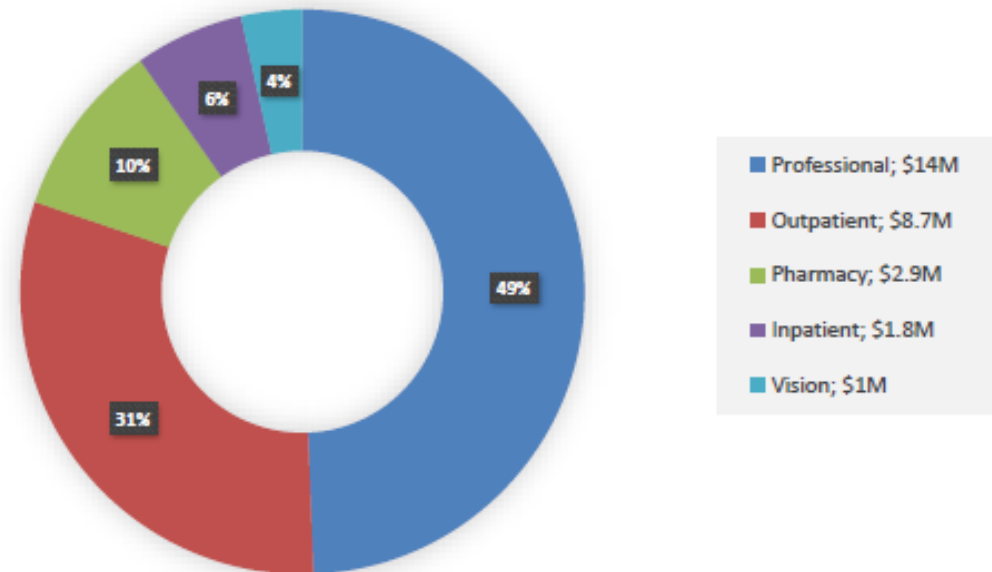
57% annual physicals in CY 2021, highest since implementing Healthy Boiler Incentive Program

Summary of Expenses - 2021

2021 Purdue Medical Spend - \$142M



2021 Employee Spend - \$28M



2022 Projected Spend - \$147m Purdue and \$28m Employees

Approved Changes for 2023 Health Plan

Strategy	Plan Cost/Savings	Employee Cost/Savings
No Employee Premium increase – 4 th Year in a Row		●
Increase Retiree premiums (5%)		●
Launch Centers of Excellence with Carrum Health	●	●
Expansion of Center for Healthy Living @ PNW	●	●
Direct Agreement – Colonoscopy	●	●
OTO Pilot – Telehealth	●	●
Medication Therapy Mgmt – RFP	●	●
Prescription Benefit Manager Contract Renewal	TBD	TBD
Premier Plan – \$50 single/\$100 family Increase Deductible (IRS requirement)		●

Not Recommended for 2023. Consider in future years:

- Increase in Working Spouse Premium
- Increase in Tobacco Surcharge
- Deductible and Out of Pocket increases
- Further differentiation between Tier 1 and Tier 2 (all medical plans)
- Cost share on preventive dental
- Cost share on vision
- Premium increase for active employees and long-term disability members

History of Benefit Changes

2014 - 2016

- Three plans (2 HDHP; 1 PPO)
- Anthem contract
- No employee premium increases
- Added free preventive dental
- Added autism and bariatric

2017

- Mid-America contract for labs
- Imaging/radiology offered at PUSH
- Healthy Boiler provided additional financial incentives for wellness activities and education
- Employee premium increase (4%)

2018 - 2019

- CVS contract for pharmacy administration
- Prescription formulary change
- Numerous measures to reduce administrative costs
- Deductible/OOP increases
- Employee premium increases (2018-7%; 2019-6%)

2020

- No Employee premium increase
- Sunset PPO medical plan (1/1/21)
- Working spouse premium
- Tobacco surcharge increase
- Direct provider agreements
- Tiered narrow network option

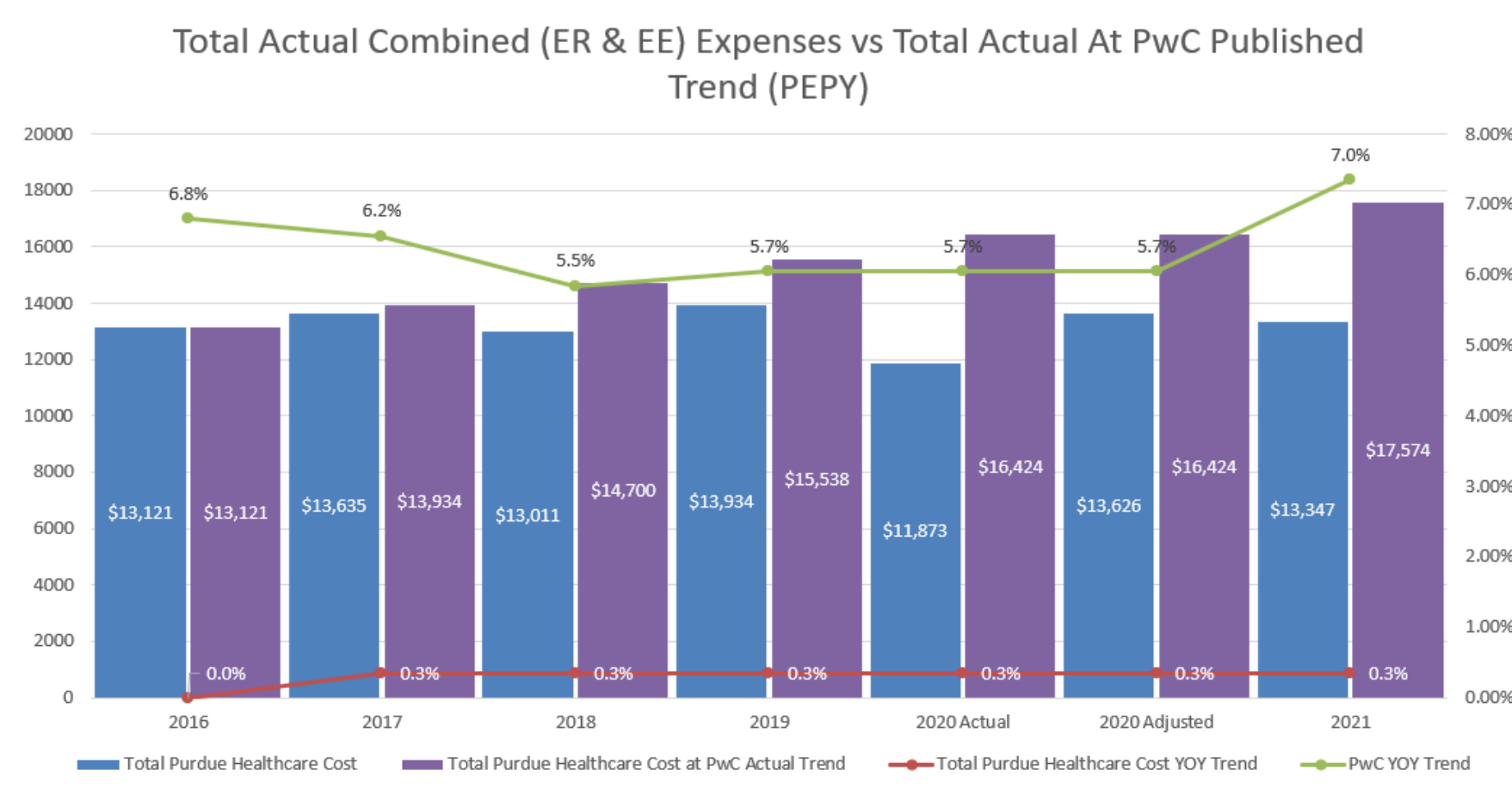
2021

- No Employee premium increase
- 100% CDHP (3 Plans)
- Specialty Prescription Carve Out
- Retiree premium increase (5%)
- Prescription and Cancer Concierge
- Additional direct provider agreements
- Vision separated from Medical elections

2022

- No Employee premium increase
- Retiree premium increase (5%)
- Dental premium decrease
- Additional Healthy Boiler Incentive activities

Healthcare Expenditures - Overall 2016 - 2021



Our actions to actively manage the Purdue health plans have cumulatively saved employees over \$40 million

2022 Healthcare Appreciation Award

Recommendation:

All employees enrolled in a Purdue medical plan will receive a cash payment later in November 2022 equal to 2 months of the average employee premium in appreciation for their actions establishing Purdue as a leader in delivering high-quality benefits with innovative population health solutions at the lowest possible costs.

Annual Active Premium	\$ 14,158,907
Monthly Active Premium	\$ 1,179,909
Average Monthly Active Premium	\$ 102

Understanding Purdue Health Plans

2023 CONSUMER-DRIVEN HEALTH PLANS (CDHPS)

PREMIER CDHP

- Highest premiums
- Lowest deductible
- Lowest out-of-pocket maximum

STANDARD CDHP

- Middle-of-the-road premiums, deductible and out-of-pocket maximum

LIMITED CDHP

- Lowest premiums
- Highest deductible
- Highest out-of-pocket maximum

University pays 95% of total premium for employees in lower medical tier; 89% for employees in higher medical tier

ALL OF OUR 2023 CDHPS OFFER:

- No Change in Services Covered
- Nationwide network of providers
- Free preventive care and generic preventive medications
- \$10-or-less generic non-preventive prescriptions after deductible
- HSA with Purdue contributions
 - \$200 individual/\$400 family – guaranteed
 - \$450 individual / \$900 family – incentive to earn
 - HRA offered if ineligible for HSA
 - Contributions deposited in equal installments throughout the year

Purdue MEDICAL PLANS

CONSUMER-DRIVEN HEALTH PLANS (CDHPS)

2023 Changes

- Increase deductible for Premier plan only due to IRS regulations

2023 Medical Plans

		Premier CDHP	Standard CDHP	Limited CDHP
University's Contribution to Employee's HSA or HRA	Employee only	\$200	\$200	\$200
	Employee + one or more covered family members	\$400	\$400	\$400
Healthy Boiler Incentive to Employee's HSA or HRA <small>(see page 16 for new incentive structure)</small>	Employee only	\$450	\$450	\$450
	Employee + one or more covered family members	\$900	\$900	\$900
Deductible Medical & Rx Combined	Employee only	\$1,500 (Tier 1/HealthSync) \$2,000 (Tier 2/in) \$3,500 (Tier 3/out)	\$2,000 (Tier 1/HealthSync) \$2,750 (Tier 2/in) \$5,000 (Tier 3/out)	\$3,000 (Tier 1/HealthSync) \$4,000 (Tier 2/in) \$6,500 (Tier 3/out)
	Employee + one or more covered family members	\$3,000 (Tier 1/HealthSync) \$4,000 (Tier 2/in) \$7,000 (Tier 3/out)	\$4,000 (Tier 1/HealthSync) \$5,500 (Tier 2/in) \$10,000 (Tier 3/out)	\$6,000 (Tier 1/HealthSync) \$8,000 (Tier 2/in) \$13,000 (Tier 3/out)
Coinsurance		90%/10% (Tier 1/HealthSync) 80%/20% (Tier 2/in) 60%/40% (Tier 3/out)	90%/10% (Tier 1/HealthSync) 80%/20% (Tier 2/in) 60%/40% (Tier 3/out)	90%/10% (Tier 1/HealthSync) 75%/25% (Tier 2/in) 55%/45% (Tier 3/out)
Out-of-Pocket Maximum Medical & Rx Combined <small>(includes deductible & coinsurance)</small>	Employee only	\$2,250 (Tier 1/HealthSync) \$3,250 (Tier 2/in) \$6,000 (Tier 3/out)	\$4,250 (Tier 1/HealthSync) \$5,250 (Tier 2/in) \$10,000 (Tier 3/out)	\$5,500 (Tier 1/HealthSync) \$7,000 (Tier 2/in) \$13,000 (Tier 3/out)
	Employee + one or more covered family members	\$4,500 (Tier 1/HealthSync) \$6,500 (Tier 2/in) \$12,000 (Tier 3/out)	\$8,500 (Tier 1/HealthSync) \$10,500 (Tier 2/in) \$20,000 (Tier 3/out)	\$11,000 (Tier 1/HealthSync) \$14,000 (Tier 2/in) \$26,000 (Tier 3/out)

Purdue TIERED Network

\$

**TIER 1
(HEALTHSYNC)**

**Most affordable
option for care**

\$\$

**TIER 2
(IN-NETWORK)**

Next best option

\$\$\$

**OUT-OF-
NETWORK**

**Most expensive
option**

- Tiered narrow network option with lower deductible and out of pocket expenses
- Built with high performing providers with a history of quality that must be maintained
- 65% Purdue members engaged in HealthSync
 - Carry more health risk
 - More compliant with physicals and annual screenings
 - Lower lengths of inpatient stays
 - Less ER visits
- **Employee savings from 2020 implementation through 2022 YTD - \$2.08m**

HEALTHSYNC
**A SMARTER APPROACH
TO HEALTHCARE**



HIGHER
QUALITY



QUICK
ACCESS



REDUCED
COST



COORDINATED
CARE

Find a provider at [anthem.com/healthsyncproviderfinder](https://www.anthem.com/healthsyncproviderfinder)

 **PURDUE**
UNIVERSITY | Human Resources

Purdue TIERED Network

1

VISIT A TIER 1 (HEALTHSYNC) OR TIER 2 (IN-NETWORK) PROVIDER.

The majority of healthcare providers in Indiana are either in Tier 1 or Tier 2.

2

THE EXPENSES COUNT TOWARD BOTH YOUR TIER 1 AND TIER 2 DEDUCTIBLES.

This includes charges from providers as well as prescriptions.

3

ONCE YOU MEET YOUR TIER 1 DEDUCTIBLE, YOUR COINSURANCE IS 90/10 WITH TIER 1 PROVIDERS.

Tier 1 deductibles are **hundreds of dollars lower** than Tier 2 and Out-of-network.

4

IF YOU MEET YOUR TIER 1 OUT-OF-POCKET MAXIMUM, ALL TIER 1 SERVICES ARE COVERED AT 100%.

Tier 1 out-of-pocket maximums can be **thousands of dollars less** than Tier 2. Your out-of-pocket max **includes** the amount of the deductible.

5

NOW, ANY COSTS APPLY TO YOUR TIER 2 DEDUCTIBLE AND OUT-OF-POCKET MAXIMUM.

You continue to pay the full amount for prescriptions and Tier 2 services until you reach the Tier 2 deductible and out-of-pocket maximum.

[Watch HealthSync Overview video](#)

Purdue TIERED Network



HealthSync High Performance Network Providers



View a full list of HealthSync Providers:
anthem.com/HealthSyncProviderFinder

Nearly 40,000 providers statewide



Prescription coverage is same for all three medical plans

- Generic preventive medications always covered 100 percent
- Generic non-preventive medications will never cost you more than \$10 once the deductible is met
- Pay the full cost for non-generic, non-preventive medications until you reach the deductible
- **Classification of medications determined by CVS Caremark**

Learn more about the prescription coverage and access our pricing estimator.

What we evaluate...

Results of Changes – Physicals and Screenings

Annual Screening	2017	2018	2019	2020	2021
Physical	39%	48%	54%	49%	57%
Mammogram	52%	69%	70%	67%	68%
Colonoscopy	-	28%	39%	48%	53%

YOUR BENEFITS. YOUR CHOICES. YOUR WELL-BEING.

HEALTHY BOILER



BEHAVIORAL
HEALTH



FINANCIAL
WELLNESS



PHYSICAL
HEALTH



SOCIAL
WELLNESS



WORK-LIFE
INTEGRATION

Purdue Medical Plan Comparison – CDHP vs PPO

White Paper – available [here](#)

- Reviewed medical plan enrollment and utilization patterns of Purdue members from 2014 – 2017
- **Findings**
 - Reduction in total expenses to employees and university as more members moved to CDHPs
 - Regardless of which plan was elected, Purdue members were not deferring health care
- **Plan to review data again after 2023**

Big Ten Benchmark

Executive Summary

Survey Approach and Participating **Indiana Higher Education Schools**



LHD sent a benefits survey to eleven Indiana universities and colleges. We received nine completed surveys from the schools highlighted in the corresponding map. Each participating school will receive a summary of the survey results.

All responses received directly from the school have been identified as "Validated." For the schools that we did not receive an official response, we have populated their survey from publicly available information.

You will see two different benchmarks throughout this report: "**Indiana Higher Ed Validated Average**" which only includes the benefit detail for colleges and universities that completed the survey and "**Indiana Higher Ed Average**" which includes all validated responses, as well as benefit detail that was secured by the LHD team from publicly available information and not received directly from the school.



B10 and Indiana Higher Ed. Benefits Benchmark | 5



Executive Summary

Survey Approach and Participating **B10 Universities**



LHD sent a benefits survey to each of the fourteen B10 universities and received nine completed surveys from universities highlighted in the corresponding map. Each participating university has received a summary of the survey results.

All responses received directly from the university have been identified as "Validated." For the universities that we did not receive an official response, we have populated their survey from publicly available information.

You will see two different benchmarks throughout this report: "**B10 Validated Average**" which only includes the benefit detail for universities that completed the survey and "**B10 Average**" which includes all validated responses, as well as benefit detail that was secured by the LHD team from publicly available information and not received directly from the university.



B10 and Indiana Higher Ed. Benefits Benchmark | 6

Survey **Demographics**

The below chart summarizes key demographic information from our validated B10 and Indiana Higher Ed responses.



Total Validated Enrolled Employees

194,808

B10 155,506
Indiana Higher Ed 39,302



Total Validated Enrolled Members

438,077

B10 352,091
Indiana Higher Ed 85,986



Average Indiana Higher Education
Enrolled Employee Age

48 Years

B10 42 years



% of Indiana Higher Education
Enrolled Female Members

54%

B10 53%



% of Indiana Higher Education
Enrolled Male Members

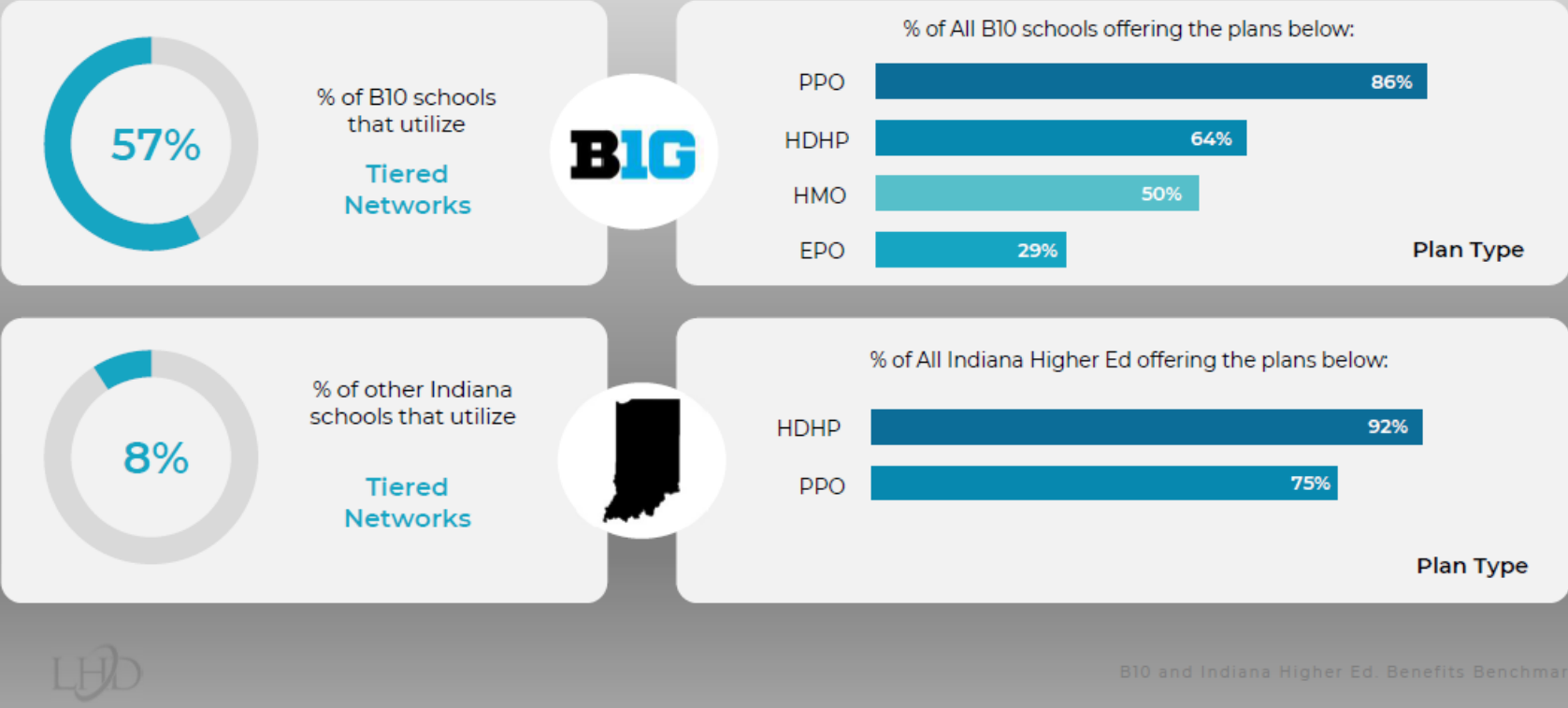
46%

B10 47%



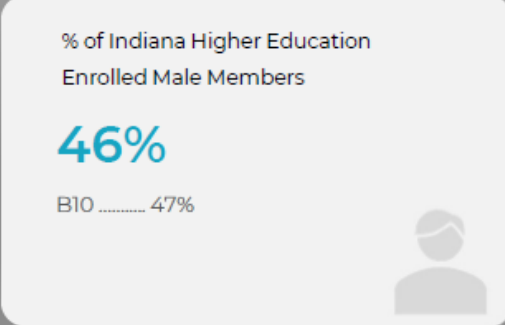
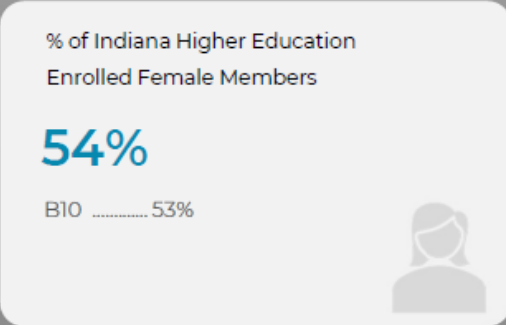
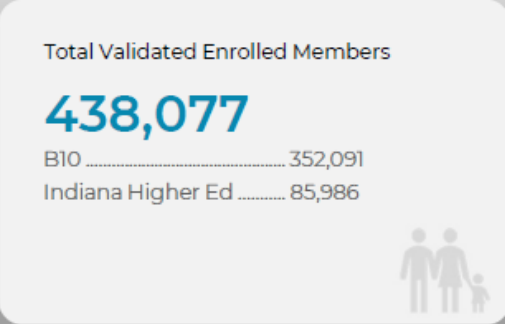
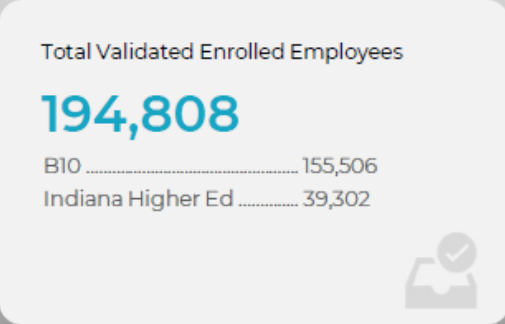
Medical Plan Design Information

The charts below highlight the different plan designs offered by all B10 and Indiana Higher Ed schools (validated and non-validated).



Survey **Demographics**

The below chart summarizes key demographic information from our validated B10 and Indiana Higher Ed responses.



HDHP Monthly **Employee Contributions**



	Purdue			B10 Validated Avg.	B10 Avg.	IN Higher Ed. Validated Avg.	IN Higher Ed. Avg.
Employee Only	\$51	\$30	\$8	\$62	\$74	\$78	\$83
Employee + Spouse	\$176	\$100	\$57	\$145	\$169	\$225	\$246
Employee + Children	\$97	\$57	\$24	\$103	\$136	\$188	\$198
Employee + Family	\$247	\$146	\$88	\$210	\$217	\$335	\$352

* We calculated a single rate for universities whose employee monthly contributions are salary banded by taking the weighted average based on the enrollment per coverage tier.

HDHP Deductible Expenses



In-Network	Purdue – Tier 2			B10 Validated Avg.	B10 Avg.	IN Higher Ed. Validated Avg.	IN Higher Ed. Avg.
Employee Only	\$2,000	\$2,750	\$4,000	\$2,175	\$2,167	\$2,650	\$2,629
Employee + Family	\$4,000	\$5,500	\$8,000	\$4,350	\$4,393	\$5,282	\$5,244
Out-of-Network	Purdue – Tier 2			B10 Validated Avg.	B10 Avg.	IN Higher Ed. Validated Avg.	IN Higher Ed. Avg.
Employee Only	\$3,500	\$5,000	\$6,500	\$3,511	\$3,545	\$4,908	\$5,033
Employee + Family	\$7,000	\$10,000	\$13,000	\$7,022	\$7,091	\$9,775	\$10,433



Big Ten Benchmark

HDHP Out-of-Pocket **Maximums**



In-Network	Purdue – Tier 2			B10 Validated Avg.	B10 Avg.	IN Higher Ed. Validated Avg.	IN Higher Ed. Avg.
Employee Only	\$3,250	\$5,250	\$7,000	\$3,788	\$3,677	\$4,382	\$4,526
Employee + Family	\$6,500	\$10,500	\$14,000	\$7,775	\$7,323	\$8,496	\$8,726

Out-of-Network	Purdue – Tier 2			B10 Validated Avg.	B10 Avg.	IN Higher Ed. Validated Avg.	IN Higher Ed. Avg.
Employee Only	\$6,000	\$10,000	\$13,000	\$6,939	\$6,677	\$8,817	\$9,675
Employee + Family	\$12,000	\$20,000	\$26,000	\$14,433	\$13,809	\$17,833	\$19,521





Memorial Resolution for Daniel Henry Gottlieb

Daniel Henry Gottlieb died at his home in Los Angeles on January 19, 2022.

Dan was born December 7, 1937 in Hollywood, California where he lived until completion of his graduate studies. After graduating from North Hollywood high school, he attended UCLA as both an undergraduate and graduate student, receiving his PhD in 1962 under the direction of S. T. Hu. At the time he was the youngest graduate in the history of the department.

His first position was instructor at the University of Illinois. He then spent three years at the Institute for Defense Analysis in Princeton, and in 1967 joined the Purdue faculty as an associate professor. He was promoted to professor in 1974 and retired from Purdue in 2005.

During his career at Purdue Dan held visiting positions at Cambridge, Tel Aviv University, UCLA, Bonn, IHES, and University of California, Berkeley.

Dan's research area was algebraic topology, primarily homotopy theory. He authored or coauthored over fifty papers. He made significant contributions, often marked by the originality of his approach. Of particular note is his work on evaluation groups in the sixties, on transfer maps in the seventies, and his construction of trace invariants in the mid-eighties.

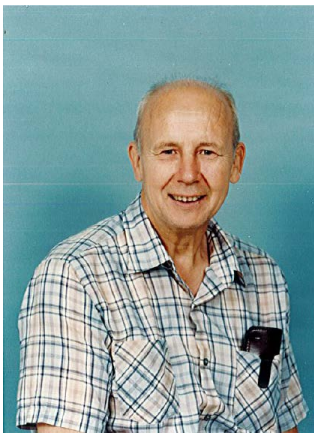
Dan successfully combined his passion for mathematics with his love of travel, giving numerous invited addresses and participating in many conferences. He had seven PhD students.

Dan taught a wide array of courses and served on many department, School of Science, and university committees while at Purdue. When he first arrived at Purdue, a topology group was just beginning to form, and Dan was instrumental in developing the graduate curriculum in topology.

Dan met his wife Judith Schaper at Purdue where, at the time, she was a graduate student in Statistics. They were together for 36 years. After retirement they moved to Marina del Rey in Los Angeles county and continued to travel extensively. Dan also became very involved in environmental issues in the Marina del Rey area.

In addition to his wife Judy, Dan is survived by two sons from a previous marriage, Alex, and Jacob, a brother Ray, and seven grandchildren.

James Becker
Brad Lucier
James McClure



Memorial Resolution:

James Carlyle Lillo

James Carlyle Lillo died at his home in West Lafayette on August 18, 2021.
(<https://www.jconline.com/obituaries/ljc055753>)

Jim was born on March 14, 1930, in Larimore, ND. His childhood was spent in Jamestown, ND, and later in Moorhead, MN, where his father was on the faculty at Jamestown College and Concordia College. During his school years, Jim was active in sports, debate, yearbook, theatre and student council. He played football and basketball, and excelled at tennis – advancing to semi-state in singles and placing second in doubles at the state tournament.

As a college student during the Korean War, Jim joined the National Guard and was called up for service early in his junior year. He started in the artillery and was later transferred to serve as a cook. During that time, he maintained his focus on his studies, taking correspondence courses in mathematics from the University of Chicago. Upon completion of his active service, Jim maintained a demanding schedule, working 30-40 hours/week and carrying up to 21 credit hours a semester. He graduated from Concordia College with a double major in physics and mathematics in 1953.

Jim went on to earn his Master's degree from the University of Nebraska in 1955, then his PhD in mathematics from Princeton in 1957. His major professor was Solomon Lefschetz. He accepted a position of Assistant Professor at the University of Kansas in the fall of 1957. There, he met Frances Wolfe, an instructor in the mathematics department and assistant to the chairman. Jim and Fran married in August of 1958.

Starting in 1959, on leave from the University of Kansas, Jim spent a year at the Research Institute for Advanced Study (RIAS) in Baltimore, MD at Lefschetz's invitation. RIAS was an industry sponsored research institute, founded as part of the US response to the launch of sputnik, in which Lefschetz established a large group of mathematicians working on nonlinear differential equations. At the end of that year, Jim accepted a position at Purdue. He spent a sabbatical at Brown University during 1966-67. He was promoted to full professor in 1967. Jim served for seven years as Chairman of the Graduate Committee overseeing the department's graduate program, and for six years as Chair of the Advanced Services Committee. Jim was a successful teacher at all levels ranging from large lectures of first year calculus to specialized graduate courses. His colleagues valued his quiet competence. He retired from Purdue in 1995.

Jim's research was primarily on systems of ordinary differential equations and systems of differential-difference equations, usually motivated by physical systems. He published in top journals (PNAS, Annals of Mathematics., American Journal, Acta). He supervised three PhD students, Russell Bilyeu, John Buchanan, and Rudy Svoboda.

Fran and Jim have five children, Bets (Ray), Bob (Sarah), Walter, Nancy and Sarah (Bryan), and seven grandchildren, Michael, Anita, Susan, Abby, Rachel, Cal and Thomas.

Jim was also an avid do-it-yourselfer – he renovated and doubled the size of the family home – doing all the work himself. He developed a passion for woodworking and became a master furniture maker, filling his home and the homes of family members with beautiful furniture. Colleagues sought his advice on their own DIY projects.

David Drasin

Leonard Lipshitz

Allen Weitsman



Memorial Resolution for Thomas W. Mullikin

Thomas W. Mullikin, Professor Emeritus of Mathematics, died on November 24, 2018. He was born on January 9, 1928.

Tom was born in Flintville, Tennessee. He attended the University of the South in Sewanee, and graduated from the University of Tennessee in 1950 with a BS in Mathematics.

In 1947-48, he was a Research Assistant at Oak Ridge National Laboratory. He joined the Naval Reserves in 1948, and was called to active duty in the Navy in 1950. He married Mildred (Mickey) Sugg in 1952.

He worked as a Graduate Assistant at Iowa State College in 1952-53. He was awarded a National Science Foundation Grant to attend Harvard University. At Harvard, he earned an M.S. degree in 1954, he was a Teaching Fellow from 1954 to 1957, and he completed his PhD in applied mathematics in 1958 with Garrett Birkhoff as his advisor.

After Harvard, Tom worked for seven years as a mathematician for the RAND Corporation in Santa Monica, CA. In June of 1964, Tom left the RAND Corporation and accepted a full professorship in mathematics at Purdue University.

Tom's research interests at Purdue included Functional Analysis, Integral Equations, Differential Equations, and Applications to Mathematical Physics. A later research interest was Inverse Problems in Linear Transport Theory.

Tom taught and conducted research at Purdue from the fall of 1964 until his retirement in 1994. During this time he served on numerous committees. He served on the University Senate, two Head Search Committees for the Math Department, several Promotions Committees, Personnel Committees. He was Chair of the Graduate Committee for seven years, 1979-86. He was on the Editorial Board of Purdue University Press 1979-82, and he also served on the Editorial Board of several journals in Applied Mathematics and Physics. He was a member of the American Mathematical Society for sixty-four years. He was the Ph.D. advisor for nine Ph.D. students, all at Purdue.

He served as Associate Dean of the Graduate School 1987-90, and as Dean of the Graduate School 1991-93.

Tom retired in 1993. He and his wife Mickey moved to Cape Carteret on the North Carolina coast. Tom had a strong interest in woodwork and liked to talk about his projects and share his experience. He built furniture, clocks, lathe-turned bowls. In retirement, he volunteered with Habitat for Humanity building houses. He is survived by his wife of 66 years, three children, and four grandchildren.

William Heinzer

Rodrigo Bañuelos

Irena Swanson

Marcia Gentry

Director of GER²I & Professor of Educational Studies

It is with great sadness that we inform you that our friend and colleague, **Dr. Marcia Gentry**, passed away on August 31, 2022.

Professor Gentry was a giant in the field of gifted, creative, and talented education. Prior to her entry into higher education, she spent 12 years in K-12 settings as a teacher and administrator. These experiences informed all of her subsequent academic work. She received her PhD from the University of Connecticut in 1996 with a specialization in Gifted and Talented Development, Educational Psychology and Research, Measurement, and Evaluation. She joined the Department of Educational Studies at Purdue in 2004 and served as a professor in the Gifted and Talented Education program and as Director of Gifted Education Resource Institute. During her time at Purdue, she led the gifted education program and the Gifted Education Research and Resource Center (**GER²I**) to international prominence by providing innovative summer residential programs and collaborating with K-12 school partners across the nation to expand access to academically challenging curriculum and gifted instructional strategies for all students.



In recognition of her professional contributions, Professor Gentry received numerous awards. Within the College of Education, she received the Outstanding Faculty Engagement Award (2018), the Outstanding Graduate Faculty Mentor Award (2019), and was a two-time recipient of the Dean's Award for Outstanding Faculty Scholarship (2012 and 2020). She received national awards from professional organizations such as the National Association for Gifted Children's (NAGC) Distinguished Scholar Award (2014) and Palmarium Award (2018). Most recently, in 2021 she received the Legacy Scholar award from the NAGC Conceptual Foundations Network, and in 2022 she received the **NAGC President's Award** for pioneering and continued leadership in the field of gifted education. Her work was frequently cited in prominent media outlets such as the *Houston Chronicle*, the *Kansas City Star*, the *Miami Herald*, *U.S. News and World Report*, and *Education Week*.

Professor Gentry pioneered methods of identifying giftedness in youth from low socioeconomic status, Black, Latino, and Native American communities — populations who were and still are underrepresented in gifted and talented programs across the nation. These efforts include her work on the HOPE Scale to help teachers identify academic as well as social and affective components of giftedness in students from low income and culturally diverse backgrounds. In collaboration with her colleagues and fellow faculty in our Gifted, Creative, and Talented program, she led a decades-long program of research to provide educational programming for gifted and talented youth that was inclusive and expanded opportunities for academic excellence and psychosocial development among historically underserved populations.

While Professor Gentry's substantial body of scholarly research has had a profound impact on her academic peers, she was most passionate about translating this research into practice. For example, her early work on Total School Cluster Grouping provided a research-based model for professional development in elementary schools across the country to increase the identification of gifted students from underrepresented groups, improve teacher practices by incorporating gifted education strategies for all students, and increase student achievement in reading, math, and science. Under her leadership, GER²I launched the Native American Research Initiative, an effort to expand access to gifted and talented programming focused on the needs of Native American, Alaska Native, and Indigenous gifted, creative, and talented students. Building on this effort, Project Hope+, funded by the Jack Kent Cooke Foundation, supported scholarships and travel for Native American youth to attend **GER²I summer residential camps**. This effort has continued to grow with support from a number of public and private sources (Indiana Department of Education, Davidson Foundation, Royal Dutch/Shell Company, Indianapolis Public Schools, Evonik, Tippecanoe Labs, Jack Kent Cooke Foundation, GER²I Advisory Board Members, GER²I, **College of Education, Purdue University**, and private donors).

Just this fall, Professor Gentry (PI) and her colleagues, Professors **Yukiko Maeda, Nielsen Pereira, Jennifer Richardson**, and **Kristen Seward**, received a \$3.5 million dollar grant from the U.S. Department of Education's **Jacob K. Javits Gifted and Talented Students Education Program**. This most recent award, along with others, will ensure the continuation and expansion of GER²I's signature educational programs for promoting academic excellence and the development of scholar identities among underserved populations of gifted and talented students.

Professor Gentry has been an incredible mentor to several generations of doctoral students and to the junior faculty in her program and beyond. She was generous with her time and support to students, staff, and her faculty colleagues, always willing to step up and help when asked. Her students have won numerous awards from NAGC and other national organizations, and many have gone on to become scholars and leaders in Gifted, Creative, and Talented Education around the world.

Marcia was a master gardener with a landscape license who skillfully and lovingly transformed not only her own yards and gardens, but also those of her friends. She enjoyed time with her horses and excelled in competitive equestrian activities throughout her youth. An avid collector of Navajo weavings, she recently bequeathed an extensive collection to the Eiteljorg Museum in Indianapolis for inclusion in their permanent collection.

Surviving with her loving husband, Steven Sargent, is her daughter, Gentry Lee Andrews (husband: Geoffrey) of Boston, MA.

We will miss Professor Gentry's presence as we move forward to further her vision of providing access to highest quality education to all students regardless of income or demographics.

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

Steering Committee

Libby Richards, erichards@purdue.edu

Advisory Committee

Colleen Brady, bradyc@purdue.edu

Nominating Committee

Robert Nowack, nowack@purdue.edu

1. Senate Document 22-01 (Nominee for the Faculty Affairs Committee)
2. Senate Document 22-02 (Nominees for the Nominating Committee)
3. Senate Document 22-03 (Nominee for Advisor to the University Senate)
4. Senate Document 22-04 (Nominee for Advisor to the Equity, Diversity, and Inclusion Committee)

Educational Policy Committee

Eric P. Kvam, kvam@purdue.edu

Equity, Diversity, and Inclusion Committee

Denise Whitford, dwhitford@purdue.edu

Faculty Affairs Committee

Eric N. Waltenburg, ewaltenb@purdue.edu

Student Affairs Committee

David Sanders, retrovir@purdue.edu

1. Senate Document 21-36 (Promoting Civic Engagement)

University Resources Policy Committee

Yuan Yao, ya01@purdue.edu