REVISED AGENDA

1. Call to order   Professor Patricia Hart
2. Approval of Minutes of 20 October 2014
3. Acceptance of Agenda
4. Remarks by the Chairperson   Professor Patricia Hart
5. Remarks by the President   President Mitchell E. Daniels, Jr.
6. Résumé of Items Under Consideration by Various Standing Committees   For Information
    Professor David A. Sanders
7. Question Time
8. Senate Document 14-1 Reapportionment of the Senate   For Approval
    Professor David A. Sanders
9. Update on the Upcoming COACHE Survey   For Information
    Interim Vice Provost for Faculty Affairs Laurel Weldon
10. Digital Measures   For Information
    Professor Michael Fosmire
11. Sexual Assaults   For Information
    Vice President for Ethics & Compliance Alysa Rollock
12. New Business
13. Memorial Resolutions
14. Adjournment
UNIVERSITY SENATE
Third Meeting, Monday, 17 November 2014, 2:30 p.m.
Room 302, Stewart Center


Guests: Mike Brzezinski, Spencer Deery, Liz Evans, Peter Hollenbeck, Stan Jastrzebski, Trent Klingerman, Eva Nodine, Kelsey Sullivan, Christine Taylor

1. The meeting was called to order at 2:30 p.m. by Chairperson Patricia Hart.
2. The minutes of the 20 October 2014 Senate meeting were approved as distributed.
3. The agenda was revised to place Interim Vice Provost Weldon’s presentation as item 9 with appropriate renumbering thereafter. The revised agenda was accepted by unanimous voice vote.
4. Professor Hart presented the remarks of the Chairperson (see Appendix A).
5. President Mitchell E. Daniels, Jr. presented remarks to the Senate.
6. Professor David Sanders presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix D). The chairs of the Senate standing committees briefly described the current activities of their respective committees.
At Question Time, President Daniels and Provost Dutta entertained questions from the floor.

The first question was from Professor Hart for Provost Dutta. Professor Hart asked if the Academic Program Assessment (APA) started by Provost Sands is ongoing and if there were plans to cut programs that had low enrollment. Provost Dutta said that he has received feedback from the College Deans and, following the feedback, put the APA on hold. Based on the feedback from the Deans, Diane Beaudoin and Brent Drake from the Office of Institutional Research are undertaking a re-evaluation to consider the best way forward. They will prepare a report by the end of the current semester and the modified process will restart in the Spring semester. At this time there are no plans to eliminate programs. However, enrollment will be one of the factors under consideration when the process restarts.

Professor Linda Thoman expressed the concern that cheating by students is on the increase at Purdue University. She has diligently followed the recommendations from the Center for Instructional Excellence (CIE) to discourage cheating. However, the means of cheating have become more sophisticated with the plethora of electronic devices that are now available. In addition, CIE has cut by 50% the number of proctors available to professors to assist during examinations. This makes it much easier for cheating to be missed. President Daniels was thrilled that the issue was brought up as even the current issue of the Chronicle of Higher Education had an article on cheating. The President supports the severest sanctions for those caught cheating. The President pointed out that it is more than a matter of resources, e.g. hiring additional proctors, and is a cultural and attitudinal issue. Professor Monika Ivantysynova agreed that it is often a cultural issue. Advisor-to-the-Senate Rabindra Mukerjea echoed Professor Ivantysynova and pointed out that different cultures view academic dishonesty in different ways. What is considered academic dishonesty in the U.S. may not be viewed that way in other cultures. We need clear, unequivocal definitions of academic honesty. Professor Alan Friedman suggested the use of secure computerized testing centers at which the identity of students would be verified and all access to other information would be prevented during the examination. Professor Stephen Martin warned that we cannot depend on the security of electronic testing centers and we must inculcate in the students the understanding that academic dishonesty is never permitted. Professor Rodriguez agreed that the issue is often cultural and that professors should emphasize that academic dishonesty is not tolerated. He also suggested that incoming students should sign an agreement that they will not cheat.

Professor David Sanders submitted two questions for President Daniels as follows.

- What action has been taken to restore the Common Reading Program as resolved by the University Senate on April 24, 2014? President Daniels responded that no decision had been made. Consultation with those who run Boiler Gold Rush will be conducted.
- In the Gallup-Purdue Index is laboratory research experience considered an internship? President Daniels said said that he did not know and that it probably depends on the response of the person filling out the survey.

Professor Sanders introduced Senate Document 14-1, Reapportionment of the Senate. In order to vote on the document at this meeting, Professor Hart made a motion to suspend the voting rules. Her motion was seconded and the motion passed by consent of the Senate. Following the suspension of the rules, Professor Hart made a motion to
approve the document. Her motion was seconded and the document passed by unanimous voice vote.

9. Interim Vice Provost for Faculty Affairs Laurel Weldon provided an update on the upcoming COACHE Survey (see Appendix E). Following the presentation she entertained questions from the floor.

10. Professor Steven Hare, Project Manager from the Office of Institutional Research, gave a presentation on the topic of “Digital Measures” (see Appendix F). Following his presentation, he responded to questions from the floor.

11. Vice President for Ethics and Compliance Alysa Rollock delivered a presentation on “Sexual Assaults” (see Appendix G). Following her presentation, she answered questions from the floor.

12. No New Business was brought to the Senate floor.

13. A Memorial Resolution had been received for Professor Emerita of Libraries, Katherine M. Markee. Out of respect for their departed colleague, the Senators stood for a moment of silence.

14. The meeting adjourned at 4:50 p.m.
Comments to the Senate on 17 November, 2014
Patricia Hart, Chair

Let me start with status updates on the issues that you senators and your faculty colleagues have told us you are interested in.

First regarding family-friendly Purdue, there is good news to report. There is progress on the planned childcare center, and the Advisory Committee has invited the president to tell us about it in his remarks.

Next, we recall that Paul Robinson brought our attention to statistics regarding administrative bloat over the past ten years, and you have told us you want to know more. The senate leadership has continued this conversation with the president, and you will be happy to know that a nuanced and informed discussion of the issues will be presented in one of our upcoming meetings, including detailed statistics prepared by Chief Data Officer, Brent Drake. At that time, you will be able to ask frank questions and see how that administrative growth may affect the issues you have said matter most to you—stagnant faculty hires, low raises, tuition freezes, and budget reversions, which are temporary, non-recurring cuts mandated by the state legislature.

Your next greatest concern was the rise in sexual assaults on campuses around the country. You wanted to know how Purdue compared, and what we are doing. In response to your interest, the senate leadership, including the members of the steering committee and the chairs of the standing committees requested and received a briefing on the subject from VP Alysa Christmas Rollock on the subject. We found it so compelling that we have invited her to speak to you today.

Another issue of great concern to you is the difficulty of integrating international students academically and socially into our Purdue family. Sandra Rossie reports that the student affairs committee will address the matter, and other committees may be interested in collaborating or examining the matters from different angles. I would really hope to see a clear and solid resolution about language evaluation, instruction, and support, come out of the senate this year.

Several of you have written to me with concerns about the Clerical and Service Staff. They support our teaching and research, and keep the machinery oiled and running. They are the men and women who are secretaries, receptionists, custodians, and carpenters. They prepare and serve the food eaten in the dining halls and keep the grounds beautiful. They are usually characterized by a strong dedication to Purdue’s mission, and often have been part of the family
for years. They are among the most generous donors to the United Way.

The benefits are competitive, but the salaries are modest, and increases are small. In the past, there have been few opportunities for career advancement. On top of this, as we’ve tightened our belts to make school less expensive by way of tuition freezes, many of the staff have taken on extra duties for no extra pay.

The senate can’t change any of that, but today we do have a couple of things we can do to express our appreciation.

First, an initiative is being worked on by HR and the APSAC and CSSAC leadership in order to create better career development paths. In the past, unfortunately, some of those attempts deteriorated rather quickly from development into just one more evaluation, which is not the same thing at all, so I would really encourage everyone who supervises a clerical, service, or AP employee to embrace whatever new programs are created to try to give people real opportunities to progress.

I would also like to ask Casey Spencer, who is our newly-elected senator from the Clerical and Service Staff Advisory Council, to please stand. Let’s give a round of applause for the clerical and service personnel. Senator Spencer, may we ask you to carry back thanks from the university senate to your colleagues?

Finally, some discussion was generated at our last meeting about reviewing and revising our bylaws. That’s a healthy exercise for any organization, and it raises some interesting possibilities. Let me share a couple of thoughts.

One gracious thing that President Daniels has done this year is to voluntarily absent himself from the Steering Committee meetings where we decide what issues to place on our monthly agenda. Joe Camp doesn’t know for sure if the President of the university has been a member of the Steering Committee since 1964, when the senate was organized, but in any case you might want to consider changing this. I have found that the absence of the president has given the committee the autonomy to talk frankly about our goals for the year, with complete freedom from executive oversight. President Daniels has gone on the record more than once as saying that he will never tell us what to put on the agenda or what to take off, so I appreciate this gesture. The senate could consider making the new configuration permanent.

We could also take another look at the requisites for serving as chair. Would you want to put some limitations on the administrative positions that a person can hold while simultaneously chairing the senate? What would these rules look like? After all, those of us who are willing to serve in the senate tend to be worker bees, so we often
wear various hats, which might include director of graduate or undergraduate studies, chair of an interdisciplinary program, and so forth. At what point does someone cross the line between faculty and administration?

Another suggestion was made to consider changing the term of Senate Chair from one year to two. To give you a little historical background, until 2005, the Chair of the Senate was eligible for reelection every year with no limits. In 2005, the Senate voted to make the chair a one-year, non-renewable position, with continuity created by having the vice chair become president the following year. The goal was to give a healthy turnover to the leadership, instead of relying on a few hardy souls who were graciously willing to serve over and over. A limit of two consecutive terms was also set for senators.

Purdue Graduate Student President, Chris Kulesza, is actually studying term limits in his doctoral dissertation, and he tells me that they work well on paper, but not in practice. It is up to all of you to decide about this.

Still, it made me think. I wouldn’t have wanted to do without either of the chairs who preceded me. Each had the perfect disposition for his moments in leadership. Paul Robinson worked energetically and with good humor to introduce the President to his new job, including among other things, graciously inviting every single member of the senate into his home for a series of memorable dinners. Paul drew our attention to the issue of administrative bloat, and we have continued to probe and ask for more information.

David Williams’ discretion, and thoughtfulness were just what we needed when conflicts occurred and tempers ran high. Under David, we made progress on the issue of language instruction for non-English speaking international students, and got greater access to the trustees.

In the interest of full disclosure, you should also know that chairing the senate is time-consuming, and cuts into research, teaching, and other service. A one-year term is just right for me, but that’s no reason that you shouldn’t change it if you want. I would be very impressed by the dedication of people who are willing to serve for two years.

A concern was expressed that possibly a Chair who serves for only one year is easier for the president to ignore than one who serves for two. I can’t say if that is true, but I can say I have had the appropriate access to the president. A month before my term started, he invited me to his office, asked me what kind of meetings I wanted, urged me to contact him whenever I had concerns, and gave me his cell phone number.
Since that time, the president has answered all of my emails, often within hours or even minutes. We have had meetings and exchanged emails about matters that concerned me, such as the Purdue Amazon arrangement, the Purdue-Gallup Index, the implementation of the core curriculum, administrative bloat, and transfer policies. He has called me to talk about Purdue’s efforts at recruiting underrepresented minorities. When I’ve asked to see him, I’ve gotten in. Some of our conversations have been quite blunt, and he is not afraid to hear contrasting opinions. I’m happy to pass on to him anything you tell me to say with your collective voice.

The Chair, Vice-Chair, and other senate leaders on the Advisory Committee meet with the President once a month for a frank discussion where no punches are pulled, no minutes are taken and confidentiality is observed.

The Chair, Vice Chair, and two past chairs are also members of the President’s Budget and Affordability Committee, which meets several times a year with the Chief Financial Officer and a small group of others.

After sensing concern at the last meeting, I contacted the president to request additional meetings one-on-one. He replied affirmatively in about a minute, and I’m now on his schedule for additional private talks every month through May.

I can’t read his mind or tell you what he thinks about the senate or its leadership, but I have observed him giving the senate leaders generous access to the administration, and treating Paul Robinson, David Williams and me with respect.

I can also tell you one quick story about the president. During the search for the Provost, President Daniels simply told our search committee, “Bring me the candidates you want because I can work with anyone.”

So far, I have also had very good access to Chairman of the Board, Tom Spurgeon, and Chairwoman of the Academic Affairs Committee, JoAnn Brouillette.

Serving on the University Policy Review Committee convinced me that it’s better not to make policy thinking about any one particular set of people, but instead design policies that will last a long time and work for many different configurations of personalities.

The Chair of the University Senate has lots of opportunities to carry your voice to the president, and Trustees.

In order to make full use of this access, the leadership needs to know what you want, so please speak loudly through your committees and the senate floor.

Regarding these or any changes to the bylaws or senate business in general, the only thing that matters is what all of you want
to do, and I’m glad you are thinking actively about what is best for our body to help us to make a positive difference and represent the faculty well.

Now I would like to invite the President to respond.

Items under consideration
QUESTIONS
Reapportionment document
COACHE
Digital Measures
Intro to VP Rollock
Memorial resolutions.
Katherine M. Markee
February 24, 1931 – July 31, 2014
Professor Emerita Libraries
TO: University Senate  
FROM: David A. Sanders, Chairperson of the Steering Committee  
SUBJECT: Résumé of Items under Consideration by the Various Standing Committees

STEERING COMMITTEE  
David A. Sanders, Chairperson retrovir@purdue.edu

ADVISORY COMMITTEE  
Patricia Hart, Chairperson of the Senate phart@purdue.edu

NOMINATING COMMITTEE  
Michael A. Hill, Chairperson hillma@purdue.edu

EDUCATIONAL POLICY COMMITTEE  
Hal P. Kirkwood, Chairperson kirkwood@purdue.edu

1. Evening Exam policy
2. Transfer Credits
3. ‘In Residence’ & Academic Regulations
4. Eliminating or recharging Committee on Scholastic Delinquencies and Readmissions
5. Educational Policy Holistic Review

EQUITY AND DIVERSITY COMMITTEE  
Alberto J. Rodriguez, Chairperson alberto-rodriguez12@purdue.edu

1. Seeking additional senate members
2. Reviewing the Boiler Gold Rush program – increasing the participation of underrepresented students
3. Reviewing Purdue’s equity and diversity web presence
4. On-line course evaluations
5. Reviewing data on recruitment and retention

FACULTY AFFAIRS COMMITTEE  
Levon Esters, Chairperson lesters@purdue.edu

1. On-line Course Evaluation
2. Draft Promotion and Tenure Policy Documents
3. Limited Term and Continuous Lectures Policy (with regional campuses – will resume discussion in January, 2015)
4. Honorary Doctorate Criteria
5. Autism Insurance

STUDENT AFFAIRS COMMITTEE  
Sandra Rossie, Chairperson rossie@purdue.edu

1. Communication gaps between international and domestic students.
2. Organize discussion with Athletic Affairs Committee.

UNIVERSITY RESOURCES POLICY COMMITTEE  
Michael Fosmire, Chairperson fosmire@purdue.edu

1. Long-term energy plan for University
2. Budgeting policies
3. Concur
4. Graduate Student Health Coverage
5. Faculty retention

Chair of the Senate, Patty Hart, phart@purdue.edu  
Vice Chair of the Senate, Kirk Alter, alterk@purdue.edu  
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu  
University Senate Minutes: http://www.purdue.edu/senate
TO: The University Senate  
FROM: University Senate Steering Committee  
SUBJECT: Reapportionment of the University Senate  
REFERENCE: University Senate Document 90-5; University Code D 3.00; Bylaws of the University Senate, Items 2.00 and 2.01  
DISPOSITION: University Senate for Approval and Faculty Units

Section D 3.00 of the University Code, and the Bylaws of the University Senate, provide that the University Senate shall be composed of one hundred two members. Eleven of these are specified in the items 1 through 11 below. The other slots will be apportioned among the West Lafayette faculty units, according to the number of faculty members, with the provision that no faculty unit shall have fewer than two Senators. There are 2042 voting faculty members at the West Lafayette campus. When this number is divided by ninety-one the result is 22.44. Therefore, to qualify for two senators, a faculty unit should have at least 45 voting faculty members. Since no faculty unit can have fewer than two Senators, the Libraries unit qualifies for two Senators. The remaining units have a total of 2002 voting faculty members with eighty-nine senate seats remaining to be apportioned among them. The apportionment of Senators for each of these remaining units was obtained by dividing the number of voting faculty in the faculty unit by 22.44. The results are as follows: Agriculture, 13.41; Education, 2.99; Engineering, 16.31; Health & Human Sciences, 9.36; Liberal Arts, 13.24; Management, 4.19; Pharmacy, 3.21; Science, 14.26; Technology, 7.31; Veterinary Medicine, 4.95. In order to achieve the desired 89 Senators; the Colleges of Agriculture and Health and Human Sciences were less than but closest to 0.50 and thus were assigned values of 14 and 10 Senators, respectively. The remaining faculty units were rounded to the nearest integer.

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Approving
Kirk D. Alter
Paul D. Ebner
April J. Ginther
Patricia Hart
Michael A. Hill
Sophie Lelièvre
Sandra S. Liu
David A. Sanders
Hong Holly Wang
COACHE
The Collaborative on Academic Careers in Higher Education

S. Laurel Weldon
Interim Vice Provost for Faculty Affairs

Peter Hollenbeck
Interim Associate Vice Provost for Faculty Affairs

University Senate
November 17, 2014
Far from being “just another survey,” it is an opportunity to improve your career satisfaction at Purdue University.

- First implemented at Purdue in 2012
- Gathers data directly from faculty – improve climate, recruitment and success
- All responses are anonymous and strictly confidential
$3.7 million additional recurring dollars – above and beyond the usual merit pool - for faculty pay increases.

Formation of a Promotion and Tenure Task Force that resulted in a new promotions policy currently before the Faculty Affairs Committee.

Creation of the Child Care Task Force and a decision to build an additional campus daycare facility, set to open in 2016 with 100+ new spots.
• Will build on the 2012 results
• Opens January 2015- Faculty will receive an an link in an email directly from COACHE.
• Survey data are completely confidential — held by COACHE, not the Purdue administration.
• Faculty committees will lead the analysis and dissemination of results.
• The Provost will use the results to determine which areas present the most important targets for improvement.
Efforts driven by YOUR responses

2012 – What other changes arose from the survey data?

• Faculty Awards Convocation
• Morrill Award
• Faculty Appreciation Day
• Provost and President breakfasts and lunches
• College listening tours – President
• College visits – President, Provost
• Benchmark and inventory of unit practices
• Identified highest ranking departments, promote sharing of “best practices”
• Advisory groups met with deans and President to focus on policy actions
• Deans: asked to detail COACHE follow-up activities in their annual reviews
LINKS to COACHE

Provosts Office COACHE web page (content updated soon)
http://www.purdue.edu/provost/initiatives/coache/index.html
This page has info plus a link to the 2012 COACHE data summaries

Direct link to 2012 COACHE data summaries (requires PU career login):
https://sp2010.itap.purdue.edu/provost/COACHE/SitePages/Home.aspx
What is Digital Measures?

DM is a hosted, web-based database to capture, manage, and report on faculty activities and accomplishments.

Why is it valuable to faculty members and the university?

Store your activities data ONCE in DM, use it for MANY purposes (CVs, annual reviews, biosketches, accreditation, faculty web profile pages, P&T, numerous reporting requests both internal and external).

Recognized and understood that this approach would reduce faculty time spent managing their activities and responding to requests for information (awards & honors, publications, engagement, research, etc.)

- Unified – one place to put ALL of your activities and accomplishments data
- Consistent – data is stored in a variety of fields and field types to easily manage and report
- Customizable – tailored to your college's, Purdue's needs, with over 200 changes already

Why Digital Measures?

- Over 300 of largest 500 US academic institutions use DM
- More than half of the CIC institutions and many of our peers using DM
- Fully hosted, secured, backed-up solution with full data ownership
- Easy-to-use web-based interface, hierarchical role-based access, great support model

Progress

- Approximately 2300 faculty members in DM from all colleges and Libraries
- Basic HR, teaching, research, and publications loaded from external sources
- No sensitive data stored (hidden PUID for disambiguation)
- For CVs collected, students have copied and pasted other content (service, awards, etc.)
- Newer CV content can be added by faculty members or students on the DM project
- Annual activity reporting piloted successfully in three departments last year
- NSF, NIH, and DOD biosketches developed
- AACSB accreditation reports tested in Krannert; ABET and NCATE reporting available
- DM used for several ad-hoc requests (peer-reviewed publications and research interests)

Current Work and Plans

- USDA data collection and reporting (REEport data and Plan of Work)
- Shared publications data and full-text links with Libraries and e-Pubs
- One entire college to use DM for annual reviews this spring
- Web profile pages for two departments in progress
- Expecting roughly a dozen departments from five colleges to use DM for annual reviews this spring
Digital Measures
Managing and Reporting on Faculty Accomplishments

• Background
• Benefits
• Highlights & Progress
• Goals

Steve Hare
Project Manager
Office of Institutional Research, Assessment, and Effectiveness
hare@purdue.edu | 765.494.7820
What is Digital Measures?

• DM is a hosted, web-based database to capture, manage, and report on faculty activities and accomplishments

• DM provides a *unified, consistent* approach to activities data management using a highly *customizable* database

• Premise is: Enter data ONCE, use it MANY times
Background of DM at Purdue

• Committee in Summer 2011
  – Faculty, administrators, IT personnel
• Decision to choose DM Spring 2012
  – Nearly 1200 CVs collected from eight colleges
• Contract with DM in Summer 2012
• Project Manager Fall 2012, implementation started
• Added HR, Banner, and publications data for Engineering and remaining Science faculty by Summer 2014
Benefits of Digital Measures

- Reduce faculty time to manage and track their activities
- Improve faculty ability to respond to activities data requests throughout the year
  - awards & honors, publications, research grants, engagement, etc.
- Facilitates departmental, college, and university level reporting specific to their needs and interests
Benefits of Digital Measures

• Over 2000 institutions using Digital Measures – more than half of the CIC institutions and many of our peers
• Multiple uses for this faculty activities data – web profile pages, biosketches, external reporting requirements, accreditation, annual reports, promotion and tenure
• Fully hosted solution, excellent support model, hierarchical role-based access
• Data entered for over 2300 faculty from all colleges and Libraries
  – Basic HR data (non-sensitive)
  – Banner data since Fall 2008
  – COEUS/SAP research data from SPS
  – Publications now sourced from external repositories (e.g., Web of Science, Scopus, PubMed, etc.)
• Annual activity reporting piloted in three departments earlier this year
• NSF, NIH, and DOD biosketches
• AACSB accreditation reports for Krannert
  – ABET and NCATE templates in DM

• Ad-hoc queries and reports for quick data review and analysis
  – Engagement and service efforts
  – Peer-reviewed publications
  – Search for research interests and potential collaboration
• Planned pilot project with Libraries
  – Shared publications data with e-Pubs
• Developing annual review templates for several colleges’ use this spring
• USDA data collection and reporting
• Web profile pages for two Science departments’ faculty members in progress
Faculty Data Availability

- Agriculture
- Education
- Engineering
- HHS
- Liberal Arts
- Krannert
- Pharmacy
- Science
- Technology
- Vet Med
- Libraries

- Faculty w/content
- Total Faculty
Assisting Faculty

• Training
  – Online materials and documentation
  – [www.purdue.edu/provost/initiatives/digitalmeasures](http://www.purdue.edu/provost/initiatives/digitalmeasures)
  – Group sessions, one-on-one meetings, faculty meeting overviews as requested
  – Meetings with departmental assistants

• Student Support
  – Small team of students for ongoing assistance and continued maintenance
Goals for 2015

• A dozen departments using DM for various purposes
  – annual activity reporting
  – web profile pages
  – external and internal reporting
• Short faculty video guides for DM basic use
• Continued support for Digital Measures from Provost’s Office, University Senate, Deans, OIRAE / VPIT and others
Sexual Violence on Campus: An Overview

Alysa Christmas Rollock
Vice President for Ethics and Compliance
Title IX Coordinator

Presentation to the University Senate
November 17, 2014
University Commitment

- An environment that recognizes the inherent worth and dignity of every person
- An environment that is free from discrimination and harassment
- Enforcement of policies of equal access and equal opportunity
Context

- April 2011 Dear Colleague Letter
- Clery Act and Campus SaVE Act Amendments
- High Profile Resolution Agreements with OCR
- April 2014 FAQs
- White House Task Force Report
- McCaskill Survey
- Increased Campus Activism (Know Your Title IX) and media coverage
- Proposed Bipartisan Campus Accountability and Safety Act (CASA)
Title IX

◆ “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
◆ Prohibits sexual and gender-based harassment, including sexual violence and all forms of sexual misconduct
◆ Purdue obligation regardless of any law enforcement action
◆ Once Purdue knows or reasonably should know about student or employee harassment that creates a hostile environment, school must take immediate and corrective action to:
  - Conduct prompt, thorough and equitable investigation
  - Eliminate the harassment
  - Prevent its recurrence
  - Address its effects
  - Ensure equal opportunity in the complaint process
◆ Title IX creates responsibilities for “Responsible Employees”
Responsible Employees

• Employees who have (or a student reasonably believes have) authority to take action to remedy the harassment include:
  – Vice Presidents, Deans, Department Heads, and Directors
  – Employees in supervisory or management roles
  – All faculty members
  – Coaches
  – Student affairs professionals
  – Academic advisors
  – Residential life administrators
  – Resident Assistants
Responsibilities

- **REPORT, REPORT, REPORT!**
- Promptly report all alleged violations of Title IX – especially those involving sexual violence (assault, relationship violence and stalking)
- Dial 911 in an emergency situation
- Inform individual of your mandatory reporter status
- Provide support and resources
  - Sexual Assault Awareness website
- Do **not** promise confidentiality
- Do **not** attempt resolution on your own
- Complete annual training
Campus SaVE Act and You

- Requires incidents of **domestic violence, dating violence and stalking** be disclosed in annual campus crime statistic reports.

- **Annual training** on issues related to domestic violence, dating violence, sexual assault and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

- Purdue will not retaliate, intimidate, threaten, coerce or discriminate against any individual for exercising rights or responsibilities.

- Education programs shall include:
  - **Primary prevention** and awareness programs for all incoming students and new employees.
  - **Ongoing prevention and awareness** programs for students and faculty.
Campus SaVE Act and You (cont’d)

- Students or employees who report will receive written explanation of rights and options
  - Importance of preservation of evidence
  - How to report
  - Options re: law enforcement, including notice of option to notify or decline notify law enforcement and to be assisted by campus authorities if reporting a crime to law enforcement
  - Obtain or enforce a no contact directive or restraining order
  - Options to change academic, living, transportation, or working situations to avoid a hostile environment, regardless of whether victim chooses to report the crime to campus police or local law enforcement
  - Resources: existing counseling, health, mental health, victim advocacy, legal assistance, and other services available both on-campus and in the community
Procedures for Resolving Complaints of Discrimination and Harassment

◆ Scope
  ● Discrimination and Harassment
  ● Applies to faculty, staff, students, participants and guests

◆ Confidentiality

◆ Right/Duty to act in absence of a complaint

◆ Informal and Formal Resolution Processes
Formal Resolution Process

- Receipt of Complaint OR University initiation of investigation
- Assignment of University Investigator
- Notification to Respondent(s) and administrators
- Response within ten days
- Investigation by “University Investigator”
- Report of Investigation
- Selection of 3-member Panel from Advisory Committee on Equity
- Meeting of Chancellor, Dean of Students or Director and Panel with University Investigator and parties
- Determination
- Imposition of Sanction
- Appeal
Parties’ Participation in Procedures

- Complainant may have an advisor or support person present at any point in process
- Respondent may have an advisor or support person present at any point in process
- Advisor may be an attorney but may not act as legal counsel or participate in process
- Complainant and respondent each have opportunity to meet (separately) with the decision-maker and the Panel
- Each party may appeal decision and any sanction
Sanctions

◆ Determined on a case-by-case basis
  Employee
  Reprimand
  Suspension or leave
  of absence without pay
  Reassignment
  Demotion
  Denial of merit pay increase
  Termination

  Student
  Warning
  Probation
  Probated
  Suspension
  Expulsion

◆ Determined by Chancellor, Dean of Students or Director and Unit Head

◆ Enhancement for bias motivated behavior

◆ Enhancement for use of “rape” drugs
Amnesty

Students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined for possible alcohol or drug violations in connection with such incident.
Retaliation Prohibited

“Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment…”

◆ Reporting or complaining of discrimination or harassment

◆ Assisting or participating in an investigation

◆ Enforcing University policies
Opportunities and Challenges

◆ Education, training and communication improvements
  o Students
  o Faculty/Staff
  o Title IX Responsible Employees
  o Campus Security Authorities (CSAs)

◆ Effectively addressing needs and rights of participants
  o Resources and support for victims/survivors
  o Resources and support for respondents

◆ Increased expectations in current environment
  o Audits and requests for information
    ◆ Agency investigations and audits
    ◆ McCaskill survey
  o Climate surveys
  o Evolving standards for “best practices”
Summary and Takeaways

- Our students' safety and security is the single highest priority at our University.
- Harassment in the education environment or workplace—and particularly sexual violence—is unacceptable conduct and won’t be tolerated at Purdue.
- We have strong policies and practices to ensure it is not.
- We provide a range of support services and resources for those who are victims of sexual violence.
- As faculty, you are an important resource for students. We are available to assist you in fulfilling your responsibilities.
• We believe it’s very important, even as we strive to meet the needs of victims and enforce our policies, that we do so in a way which respects the due process interests of all those involved—both complainants and respondents.

• One thing is clear: as this important national conversation continues, our colleges and universities are being asked to take on an enormous responsibility—and in an area that in many ways is more well-suited to our criminal justice system than to our institutions of higher learning.

• No system is ever perfect, but we recently completed a review of our procedures and practices to ensure we’re doing all we can to promote a safe and positive learning environment on our campus that’s free from all forms of harassment.
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## CALENDAR OF STATUS OF LEGISLATION

<table>
<thead>
<tr>
<th>SENATE DOCUMENT</th>
<th>TITLE</th>
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<td>14-1</td>
<td>Senate Document 14-1 Reapportionment of the Senate</td>
<td>Steering Committee Professor David A. Sanders</td>
<td>*Approved 17 November 2014</td>
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