AGENDA

1. Call to order
   Professor David A. Sanders

2. Approval of Minutes of 20 February 2017

3. Acceptance of Agenda

4. Remarks of the Senate Chair
   Professor David A. Sanders

5. Remarks of the President
   President Mitchell E. Daniels, Jr.

6. Question Time

7. Résumé of Items Under Consideration by Various Standing Committees
   For Information
   Professor Gerald E. Shively

8. Senate Document 16-06 Nominees for Senate Vice-Chair
   For Action
   Professor Michael A. Hill

9. Senate Document 16-10 Nominating & Steering Committee Nominees
   For Action
   Professor Natalie Carroll

10. Senate Document 16-13 Faculty Committee Nominees
    For Action
    Professor Natalie Carroll

11. Senate Document 16-14 Senate Standing Committee Nominees
    For Action
    Professor Natalie Carroll

12. Senate Document 16-07 Student Affairs Committee Resolution in Support of the Student-led Honor Pledge
    For Action
    Professor Russell Jones

13. Senate Document 16-08 Changes to the Senate Bylaws for Term Limits and Eligibility
    For Action
    Professor Natalie Carroll

14. Senate Document 16-09 Absence from Campus Resolution
    For Discussion
    Professor Russell Jones

15. Senate Document 16-11 Resolution of Reaffirmation & Support of Faculty Responsibility for Dual Credit
    For Discussion
    Professor Ralph Kaufmann

16. Senate Document 16-16 Resolution on Mental Health Awareness
    For Discussion
    Professor Russell Jones

17. Presentation on Performance Review Standards for Faculty
    For Information
    Vice Provost for Faculty Affairs Peter Hollenbeck
18. New Business

19. Memorial Resolutions

20. Adjournment
1. The meeting was called to order at 2:35 p.m. by Chairperson David Sanders.

2. The minutes of the 20 February 2017 Senate meeting were approved as distributed.

3. The Agenda was accepted as distributed.

4. Professor Sanders presented the remarks of the Chairperson (see Appendix A).

5. President Daniels presented the remarks of the President (see Appendix B).

6. Question Time- No written questions had been received and no Senators asked questions from the Senate floor.

7. Professor Gerald Shively, Chair of the Steering Committee, presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix C). The Chairs or designees of the Senate standing committees briefly described the current activities of their respective committees. One of the issues under consideration by the Educational Policy Committee (EPC) is the functioning of the Academic Organization Committee (AOC) that reports to the EPC. The Chair of the AOC, Professor Craig Dobbins, recently sent a letter to the EPC emphasizing the important functions relative to changes that impact organizational changes on all the Purdue University campuses (see Appendix D).

8. Professor Michael Hill, Vice-Chair of the Senate Nominating Committee, introduced
Senate Document 16-06. **Nominees for Senate Vice-Chair**, for Action. The nominees for the position of Vice-Chair of the Senate were Professor Natalie Carroll and Professor Ralph Kaufmann. A motion was made and seconded to approve the document. No additional nominations were made from the Senate floor. Professors Carroll and Kaufmann spoke briefly to the assembled Senators. The vote was taken and Professor Carroll was selected as the next Vice-Chair of Senate with a term beginning on 1 June 2017.

9. Professor Natalie Carroll, Chair of the Senate Nominating Committee, introduced Senate Document 16-10, **Nominating & Steering Committee Nominees**, for Action. Professor Linda Prokopy made a motion to postpone the vote as not all the biographical sketches had been obtained. Her motion was seconded and passed with 39 votes in favor of postponing the vote on this document until the April Senate meeting and 16 votes in opposition to this motion. The Nominating Committee will seek the additional biographical sketches from those individuals who had not submitted one, to date.

10. Professor Carroll introduced, for Action, Senate Document 16-13, **Faculty Committee Nominees**. A motion was made to approve the document by Professor Carroll. Her motion was seconded. The motion to approve the document passed by unanimous voice vote.

11. Professor Carroll introduced Senate Document 16-14, **Senate Standing Committee Nominees**, for Action. A motion to approve was made and seconded. A subsidiary motion made and seconded to amend the document to remove part C, the Faculty Affairs Committee nominees. Following the discussion of the pros and cons of removing this section, the vote was taken. The motion to approve the amendment to delay the vote on the Faculty Affairs Committee nominees passed with 35 votes in favor and 19 in opposition. The delay will allow the Nominating Committee to obtain additional nominees for the FAC, especially female nominees. Following the approval of the amendment, the main motion was approved with 52 votes in favor and 1 in opposition.

12. Senate Document 16-07, **Student Affairs Committee Resolution in Support of the Student-led Honor Pledge**, was presented, for Action, by Professor Russell Jones, Chair of the Student Affairs Committee (SAC), and Board of Trustees student member Cameron Mann. A motion to approve the document was made and seconded. Professor Kip Williams asked: “Is it a single pledge done once or on all exams?” Trustee Mann responded: “This would be done on all exams on the first page and all students would sign the pledge, but no words of the pledge have specified, at this time.” Professor Steve Beaudoin noted at other institutions, if a student violates the honor code, they are dismissed. He asked: “Would that occur with this pledge?” Trustee Mann said that would not occur. Currently, they are working with Associate Dean of Students Jeff Stefancic on this matter. Dean Stefancic directs the Office of Student Rights and Responsibilities (OSRR). Procedures are already in place to handle incidents of academic dishonesty through the OSRR. Professor Cheryl Cooky mentioned that the current focus is on academic integrity and is a narrow focus. She asked: “Were there any discussions on broader issues?” Trustee Mann noted that the working committee of students hoped that the other, broader attributes would be included even if they were not specifically mentioned. Professor Hill asked how the paperwork for the pledges would be handled. Professor Jones stated that paperwork is kept in an academic file. Trustee Mann suggested that a two-sentence pledge would not take up much space or require much paperwork. Professor Mark Thom expressed concern that if he was encouraged to do this by the Dean would make him look hypocritical because there are no specific sanctions
associated with violations of the pledge. The lack of sanctions or punishments for violations will make a professor look powerless or impotent. The inherent authority of the professor will be undermined. Trustee Mann said that the pledge does not eliminate any of the existing processes and procedures for handling cases through the OSRR. An honor code already exists that is utilized by the OSRR when dealing with cases involving academic integrity issues. This resolution would put the pledge in front of the students. Professor Laurel Weldon suggested that the point of the matter is that the students are doing something on their honor and that implementation and punishment are antithetical to the resolution. Trustee Mann agreed that the proposed pledge is not about the punishment aspect. Professor Williams mentioned the newest research on public commitment to principles is most likely to result in consistency when it is more pertinent and predictive. Anything more abstract becomes less predictive. Professor Christopher Clifton suggested that the pledge will be irrelevant for courses that do not utilize examinations for assessment of the students. Professor Elizabeth Strickland suggested that “Boilermaker” should be capitalized in the document. Professor Cooky commended the SAC and the students who were involved in crafting the pledge. The vote was taken and the motion to approve the document passed with 36 votes in favor and 14 in opposition.

13. Senate Document 16-08, Changes to the Senate Bylaws for Term Limits and Eligibility, was presented, for Action, by Carroll. A motion to approve the document was made and seconded. Professor James Mohler opposed prohibiting administrators from serving on the Senate and provided the following statement:

“I appreciate the gracious manner in which my comments pertaining to the language contained in Senate Document 16-08 were heard yesterday. Listening to the comments of others at the meeting, I get the sense that the problems created in the past with administrators serving on the senate, at least in part, has been because they have been appointed rather than elected by their units. As well, there seems to be a concern of untenured individuals being unable to openly share their thoughts on senate matters due to the presence of administrators in the room. I would like to address these two points.

If appointment of senators is a driver of the problems created in the past, I would suggest that the language prohibiting Deans, Associate Dean, and Assistant Deans is unneeded as other new language in the bylaws would require that all senators be elected by the units, making appointment an invalid means to service as a senator. Thus, a dean could not appoint her or his select administrator...anyone joining the senate would have been elected by their faculty peers, and with the language now being added, by secret ballot at that. Thus, I would return to the idea that the faculty in the units should be allowed to govern themselves and elect who they deem best to represent them, rather than prohibiting administrators such as myself from serving. The nomination, election and secret ballot process being added to the bylaws would change this dynamic and make discriminating against those in administrator roles unnecessary.

To the second point raised on the floor of the senate – that having administrators present prohibits the voice of untenured faculty at the last meeting – this seems a problem that will never truly go away even if you prohibit deans at various levels from serving. Is not the entire back of the meeting room right now consistently filled with administrators of various kinds? Does that not alone already create a
hindrance to junior faculty from speaking up? And to me a more serious hindrance to an untenured faculty from speaking up in the senate would be having senior faculty colleagues, who have tenure already, in the room listening to a dissenting voice from an untenured peer.”

Following the reading of his statement Professor Mohler made a motion amend the document by striking the following sentence: “Deans, Associate Deans, and Assistant Deans may not serve as senators.” His motion was seconded. Professor Prokopy mentioned that the amendment was made by a member of the Equity and Diversity Committee (E&DC). She suggested that if a Dean considers herself or himself to be first a faculty member, then her or his presence on the Senate is not an issue. However, if the individual considers herself or himself to be first an administrator, then a faculty spot is taken up by an administrator. She was conflicted about this document. In addition, Professor Prokopy views this matter as a faculty issue rather than an E&DC issue. Professor Alberto Rodriguez stated his opposition to the amendment based on his experience as an administrator at a previous institution. He mentioned that we already have administrative Advisors on the Senate and they have significant voice. Professor Williams noted that he is a member of the E&DC and that the members were not all of one voice. He thinks this is an example of exclusion and he is in favor of the amendment to strike the sentence. Professor Clifton suggested that by excluding certain levels of administrators, we are not trusting our faculty to make the decision. Professor Alan Beck mentioned that there are many administrative committees that faculty are not allowed to serve on. The Senate is not obligated to allow heads and other administrators to serve on the Senate. Professor Beck said it is very unfair to make it a diversity issue. Professor Weldon noted that every forum excludes some people and includes others. We have a University Senate rather than a faculty Senate, but the Senate is the only faculty voice University-wide. In her opinion, the leadership of the Senate should not be a Dean. Professor Richard Cosier spoke as a former Dean who has no problem leaving sentence as is, but he does have a problem with excluding department heads. Professor Shively noted that we elect the Senate Chair, so it would call into question our judgment if we chose a Dean to serve as Senate Chair. Professor Cliff Fisher asked if a quorum was still present. Sergeant-at-Arms Se’Andra Johnson said the quorum was still in place with 52 voting members in attendance. Professor Mohler expressed disagreement with Professor Cosier’s opinion. Professor Mohler would support wording to exclude Dean or other level administrators serving as Senate Chair. Professor Mohler would still feel discriminated against if this document passes. He suggested that diversity is every way in which we are different. The vote on the amendment was taken and the amendment was defeated with 16 votes in favor and 35 in opposition. Professors Carroll and Hill and other members of the Nominating Committee said that Professor Mohler would be allowed to complete his term, even if the document to change the Bylaws is passed. Clifford Fisher noted that he had just been elected for a new term and wondered if he will be excluded starting on 1 June 2017. Again, the Nominating Committee agreed that recently elected individuals can remain on the Senate to complete their new terms. Professor Albert Rodriguez made a motion to amend the document by adding department heads to the list of excluded administrators. His motion to amend seconded. The second amendment was defeated with 22 votes in favor of the amendment and 29 votes in opposition. No additional amendments were suggested and the question was called. The main motion to approve the document passed with 38 votes in favor and 14 in opposition with 1 abstention. The Senate Bylaws will be updated as per the wording of Senate Document 16-08.

14. Professors Russell Jones and Jon Story (SAC liaison to the Athletic Affairs Committee)
introduced, for Discussion, Senate Document 16-09, Absence from Campus Resolution. The concerns associated with this document originated in Athletic Affairs Committee (AAC) due to problems that have arisen when students are absent from campus while participating in University-approved activities. Professor Ayşe Çiftçi asked about medical leave policies for Purdue University. Professor Jones said that two weeks of time off are already permitted for medical leave. Professor Clifton said that the medical leave policy was for staff members. The regulations are very vague in regards to students. Students can contact the Office of the Dean of Students (ODOS) to get medical absences approved. Professor Çiftçi suggested that there is no policy advocating for the students. Professor Jones said that the issue was brought to SAC in the past and the SAC could not identify a policy based on discussions with the Graduate School and the ODOS. Currently, the ODOS handles cases on an individual basis. Professor John Niser asked: “Does this mean that a faculty member cannot set a minimum attendance policy?” The faculty members can set an attendance policy for her or his class. Professor Clifton noted that existing exceptions are the GAPS (Grief Absence Policy for Students) and the Military Absence Policies. The vote on the document will occur at the April Senate meeting.

15. Professor Ralph Kaufmann, Chair of the EPC, introduced Senate Document 16-11, Resolution of Reaffirmation & Support of Faculty Responsibility for Dual Credit, for Discussion. The EPC is asking for Senate support of this document, which will be voted on at the April Senate meeting.

16. Professor Jones presented Senate Document 16-16, Resolution on Mental Health Awareness, for Discussion. This document originated in the Purdue Student Government (PSG), but the student SAC representative was not in attendance at the Senate meeting to address questions or concerns. This issue has become more important and more recognized in recent years. The resolution would encourage putting a statement in the syllabi for all courses about this issue. Professor Steve Landry already has information on the subject in his syllabus, but he expressed concern about syllabus fatigue. He wondered if statements about this issue can be located somewhere more central rather than on the syllabus. Professor Jones said that it is commonly assumed that all students know about on-campus resources such as CAPS, but he finds that this is not the case. Adding it to the syllabus may help students help their friends. Professor Çiftçi applauds adding this to syllabi as there is an increasing need and adding it to syllabi can reduce the stigma associated with treating mental health issues. She would like to include a statement in the resolution about getting more resources for handling student mental health issues. Professor Clifton agreed that many students do not know about this issue. The students who support the resolution believe it will be seen in the syllabus by other students to the benefit of all. Professor Prokopy noted that students do not internalize when they hear about mental health issues and resources at Boiler Gold Rush. Professor Thom wondered why we no longer have a published student handbook. Professor Shively, in his role as Director of the Agricultural Economics graduate program, has ensured that they have student regulations in both hard copy and on a website, that mention mental health issues and resources. He emphasized that these issues should be seen frequently and destigmatized. The document will be voted on at the April Senate meeting.

17. Vice Provost for Faculty Affairs, Peter Hollenbeck, presented, for Information, an update on the development of Faculty Performance Review Standards (see Appendix E). Following the presentation, he answered questions and addressed concerns from the Senators.
18. There was no New Business.

19. No Memorial Resolutions had been received this month.

20. Having no additional business, the meeting adjourned at 4:55 p.m.
The Nominating Committee proposes the following slate to serve as vice chairperson of the University Senate for the academic year 2017-2018. The nominees for Vice Chairperson are:

Natalie Carroll  Youth Development and Agricultural Education  
Ralph Kaufmann  Mathematics

Candidate biographical sketches are attached.

Natalie Carroll

Academic work – Professor Natalie Carroll works in the three land-grant mission areas. Her work is multi-disciplinary with a primary focus on natural resource and environmental education for youth. She is a nationally recognized expert as reflected by recent awards for her engagement work from Purdue and professional societies: Christian J. Foster Awardee, for Contributions to K-12 STEM Education, Purdue University Office of Engagement, 2016; American Association of Agricultural and Biological Engineers (ASABE) Blue Ribbon Award, Publication, Comprehensive (More than 32 pages), 2016; Universities Council on Water Resources, Education and Public Service Award, 2015; Indiana Association of Floodplain and Stormwater Managers, Education and Outreach Award (inaugural awardee), 2015; and the Corps of Engagement award, Purdue University Office of Engagement, Purdue Improved Crop Storage (PICS), 2015.

Dr. Carroll is a member of two departments: Agricultural and Biological Engineering (ABE) where she teaches Environmental Systems Management and Youth Development and Agricultural Education (YDAE) where she teaches graduate students and is active in graduate education – serving on committees from 12 departments across the university and as chair for two Ph.D. and five master’s students. Natalie is heavily involved in Purdue’s engagement efforts and has provided sessions at 455 Extension conferences, schools, workshops, short courses, and other organized educational activities for nearly 12,000 youth and over 9,500 adults.

Natalie has been investigator, co-investigator, or collaborator on grants totaling more than $27 million, primarily in the role of outreach coordinator or curriculum developer. This work has led to 64 educational works (books, manuals, and short Extension publications) for youth and adults. She has also collaborated on 12 refereed journal articles, two books, and seven non-referred journal articles.

Purdue University Service – Natalie is dedicated to service. She is currently serving her 14th year (since 2002) on the Senate as both a departmental representative (2 terms) and college representative (in second term). She has served on the following committees:

- Nominating Committee – 11 years; Chairperson or co-Chairperson – 7 years
- Advisory Committee – 6 years
- Steering Committee – 2 years
- Faculty Committees (Documents and Records and Libraries) – 11 years total

Other current university-level service:
- Graduate Council (Chairperson of Committee E (Life Sciences) – 2nd of 3 years
- Faculty Mediation committee – 3 years
• Advance Faculty Hiring workshops table facilitator – actively engaged in promoting diversity in hiring at the university and college levels; 5 years

Dr. Carroll co-chaired a special review of the Graduate School commissioned by Provost Dutta this past fall. And, she has served on eight other university-level committees: A/P Grievance (3 years); Murphy Award Selection (2 years); Community Standards Board (2 years); Discovery Learning Research Center, Internal Advisory Board (2 years); Promotions, Panel X (2 years), and the Institutional Review Board (IRB), Human Subjects Committee (3 years).

Natalie has served on 19 college-level committees, including the Area promotions committee (9 years), four search committee for Dean or Associate Deans, and as a faculty mentor for a. She has served on 20 departmental-level committees, chairing two searches and co-chaired the YDAE departmental review in 2014.

Carroll is an Associate Editor of the Journal of Contemporary Water Research & Education. She has served as a reviewer for the NIH and EPA and faculty promotion documents from Rutgers, Univ. of Oklahoma, and DePaul. She has attended trainings and is the secretary/treasurer of the Purdue chapter of American Association of University Professors (AAUP) for over 5 years and worked diligently to promote the principles of academic freedom, tenure, and due process in higher education.

Ralph Kaufmann

Ralph Kaufmann is a professor of mathematics at Purdue joining the faculty in 2007. His research interests lie in algebraic topology, algebraic geometry, mathematical physics and higher structures in which he has published extensively and is a main journal editor. He earned a double BSc in mathematics and physics, as well as an MSc in physics, an MA in Philosophy and a PhD in mathematics. He held post-doctoral positions at two of the internationally leading research institutions -the Max-Planck-Institute for Mathematics in Bonn, Germany and the Institut des Hautes Etudes Scientifiques near Paris, France. He is in strong demand as a speaker nationally and internationally, is a frequent guest at the world’s foremost institutes for mathematical research institutes and a sought after referee for journals and government foundations.

His research has been funded by the NSF, a Humboldt Foundation fellowship, the Simons Foundation and the European Research Council as a Marie Curie Fellow. He has twice been a member of the Institute for Advanced study at Princeton. As a student he was a summer fellow at CERN, the European Center for Nuclear Research and a fellow of the national merit scholarship foundation of Germany.

Besides extensive research in several fields of mathematics he has reached across disciplines with co-operations and research initiatives jointly with physics, chemical engineering and philosophy. He has also written commentaries for a poet and about mathematical language in art and other disciplines. Through this he has had the opportunity to gain insight into the different cultures of several colleges and departments.

Ralph Kaufmann has a great passion for teaching, teaching both small and large lectures. He is particularly involved in undergraduate service courses, advanced undergraduate courses and graduate courses. He is and has been an advisor to many PhD students. He has been awarded the Ruth and Joel Spira award for excellence in graduate teaching and mentoring.

Ralph Kaufmann became a member of the senate in fall 2015 as a senator at-large for the college of science. Since that time he has been on the EPC committee and was voted to be the chair of the EPC committee starting fall 2016. He has served on the advisory committee and furthermore volunteered for many subcommittees, such as academic integrity, academic rigor and transfer credit evaluation. His further service contributions come through several departmental committees, such as the personnel committee, undergraduate, graduate committees, through the university grievance committee and through service on the current science dean search.

Ralph Kaufmann is married with two sons. His wife Birgit is an associate professor of mathematics and physics and their sons are attending the West Lafayette schools.
Approving

Natalie Carroll
Richard Cosier
Michael Hill
Sulma Mohammed
Mark Thom

Did not Vote (Absent)

Ji-xin Cheng
Julie Mariga
Larry Nies
Robert Nowack
TO: University Senate  
FROM: Russell Jones, Chair, Student Affairs Committee  
SUBJECT: Resolution in support of Student-led Honor Pledge  
DISPOSITION: University Senate for Discussion

WHEREAS, The topics of academic integrity and academic dishonesty have been identified as areas of concern by both faculty and students at Purdue, as indicated in the Spring 2015 Academic Integrity Survey conducted by the Office of Student Rights and Responsibilities; and

WHEREAS, According to the student survey administered by the Office of Student Rights and Responsibilities, over 85% of students surveyed “agree or strongly agree” that Academic Integrity is important to quality of education; and

WHEREAS, A diverse group of students passionate about preserving and moving forward the culture of academic integrity at Purdue have developed a student-led honor pledge stating, “As a boilermaker on track pursuing academic excellence, I pledge to be honest and true in all that I do. Accountable together - we are Purdue,” to reinforce an everyday culture of academic integrity at Purdue; and

WHEREAS, Honor pledges exist at other Universities such as Texas A&M University, University of Florida, University of Virginia, Princeton, etc.; and

WHEREAS, Implementation of the proposed student-led honor pledge throughout University life promises to reinforce the importance of academic integrity in daily life at Purdue; and

WHEREAS, The end goal of the implementation of the student-led honor pledge is to reinforce and enhance a culture of academic integrity at Purdue starting even from the time students are admitted to Purdue through communications and programming and to have both faculty and students know and utilize the honor pledge; and

WHEREAS, the Purdue Student Government officially support the implementation in student life of the aforementioned student-led honor pledge, as outlined by Purdue Board of Trustees Student Trustee Cameron Mann; and

WHEREAS, the Purdue Student Government delivered this resolution to Purdue Graduate Student Government for consideration as a joint resolution; and

WHEREAS, the Purdue Student Government delivered this resolution to the University Student Affairs Committee for consideration;

THEREFORE, BE IT RESOLVED that the Purdue University Senate fully supports the implementation of this Student-led Honor Pledge in student life at Purdue.
Respectfully Submitted,
Russell Jones, Chair
Student Affairs Committee

Approve:
Pamela Aaltonen
Caren Archer
Heather Beasley
Chris Clifton
Donna Fekete
Chuck Krousgrill
Russell Jones
Linda Mason
Kenji Matsuki
Robert Nowack
Jon Story
Dina Verdin
TO: The University Senate
FROM: Natalie Carroll & Michael Hill, Chair & Vice Chair, Nominating Committee
SUBJECT: Bylaws of the University Senate
DISPOSITION: University Senate for Discussion and Adoption
RATIONALE: Recent questions to the Nominating Committee suggest that changes to the Bylaws would clarify policy:
• Two-term limit for a Senator serving as a replacement (while a Senator is on sabbatical, for example)
• Eligibility for service as Senate Vice-Chair and Chair
We would also like to specify that elections of Senators take place via secret ballot.

Current Bylaws text with recommended changes in red/strikethrough:

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

In the event a Senator does not complete his or her term, a replacement Senator shall be elected for the remainder of the original term. After reapportionment of the Senate in November, the individual faculties (see Section 2.00 b 6) will complete the election of Senators who are to assume office on the coming June 1, and report the results to the Secretary of the Senate by February 1. The individual faculties will set up their own methods for nomination and election of senators. Senator nominations may be made by a faculty member themselves or by a colleague, with the agreement of the nominee. Eligible faculty for election to the Purdue University Senate must be tenured, tenure track, or clinical. Deans, Associate Deans, and Assistant Deans may not serve as Senators. Election must be by secret ballot (paper or online). Faculty units may provide alternates to serve, if an elected Senator is unable to serve temporarily, or to replace a Senator recalled on request of the Senate.

3.20 Chairperson and Vice Chairperson of the University Senate
b) At the regular February meeting of the University Senate the Nominating Committee shall nominate at least two members of the University Senate for the office of Vice Chairperson. Additional nominations shall be accepted from the floor at any time before the election. Nominees must be elected Senators and members of the voting faculty with professorial rank.
Respectfully submitted,

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<td>Natalie Carroll</td>
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To: The University Senate  
From: Student Affairs Committee  
Subject: Student Absences for University Sanctioned Activities  
Disposition: University Senate for Discussion

WHEREAS: University Regulations outline guidelines and responsibilities concerning student absence from class and accommodations for these absences (see attachment), and

WHEREAS: Members of the Athletic Affairs Committee as well as other student and faculty groups have requested that the Student Affairs Committee consider bringing this to the attention of the University Senate and the faculty, and

WHEREAS: Students on the Student Affairs Committee have also indicated issues with absences for University sanctioned, required duties that are sometimes not considered as “excused”, and

THEREFORE, BE IT RESOLVED THAT: The Purdue University Senate fully supports the regulations as stated and encourages the Provost’s office to reaffirm this policy to all faculty each semester.

Respectfully submitted,
Russell Jones, chair
Student Affairs Committee

Approved by:
Pam Aaltonen
Heather Beasley
Chris Clifton
Ed Fox
Jacob Goedde
Russell Jones
Chuck Krousgrill
Kenji Matsuki
Jon Story
Dina Verdin
A. Attendance (University Senate Document 6-5, March 19, 2007)
The resources of Purdue University are provided for the intellectual development of its students. Courses with defined schedules are provided to facilitate an orderly and predictable environment for learning, as well as to provide assurance of a registered student's right to access the course. Scheduled courses allow students to avoid conflicts and reflect the University's expectation that students should be present for every meeting of a class/laboratory for which they are registered. Faculty are responsible for organizing and delivering a course of instruction and for certifying student accomplishment on the basis of performance.

The University recognizes that the learning mission can be enhanced significantly by extracurricular experiences. Students participating in University-sponsored activities should be permitted to make up class work missed as a result of this participation. Ultimately students are responsible for all required coursework and bear full responsibility for any academic consequences that may result due to absence.


Instructors are expected to establish and clearly communicate in the course syllabus attendance policies relevant to individual courses. Course attendance policies must be consistent with University policy.

It is recognized that occasionally it may be necessary for a student to be absent from a scheduled course activity for personal reasons beyond his/her control (e.g., illness, family emergency, bereavement, etc.). The University expects each student to be responsible for class-related work missed as a result of an unavoidable absence; this work may be made up at the discretion of the instructor.

Only the instructor can excuse a student from a course requirement or responsibility. When conflicts or absences can be anticipated, such as for many University sponsored activities and religious observances, the student should inform the instructor of the situation as far in advance as possible and the instructor should strive to accommodate the student. Individual course policies may state expected notification periods. For unanticipated or emergency absences where advance notification to an instructor is not possible, the student should contact the instructor as soon as possible by e-mail, phone, or by contacting the main office of the department that offers the course. When the student is unable to make direct contact with the instructor and is unable to leave word with the instructor's department because of circumstances beyond the student's control, and in cases of bereavement, the student or the student's representative should contact the Office of the Dean of Students. A member of the Dean of Students staff will notify the student's instructor(s) of the
circumstances. The student should be aware that this intervention does not change in any way the outcome of the instructor's decision regarding the students' academic work and performance in any given course.

Regardless of whether these absences are anticipated or unanticipated, instructors are to allow for absences in accordance with the Student Bereavement Policy and in all other cases, are encouraged to accommodate the student. In certain laboratory-based or intensive short-term courses, a student can jeopardize his/her academic status with an unreasonable number of absences, particularly in lab courses that cannot be made up later. The student should always consult with the instructor to determine the potential impact of any absence.

Students holding the opinion that they have been wrongly denied an excused absence or the opportunity to make up missed work should contact the head of the department offering the course or the Office of the Dean of Students to attempt to resolve the conflict.

2. Conflicts with Religious Observances

The University values a community with diverse backgrounds and traditions and recognizes that conflicts between regularly scheduled curricular activities and religious observances of some members of our community can arise. Instructors are encouraged to cooperate with students in dealing with work missed due to absences resulting from participation in religious observances.

Students requesting special consideration in scheduling are encouraged to make this known to instructors well in advance, minimize the length of the absence, and be flexible in arranging alternative times to complete any assignments they might miss. Students holding the opinion that they have wrongly been denied an excused absence or the opportunity to make up missed work due to an absence for a religious observance should contact the head of the department offering the course to attempt to resolve the conflict.

3. Grief Absence Policy for Students (University Senate Document 10-6, March 21, 2011)

Policy Statement: Purdue University recognizes that a time of bereavement is very difficult for a student. The University therefore provides the following rights to students facing the loss of a family member through the Grief Absence Policy for Students (GAPS).

GAPS Policy: Students will be excused for funeral leave and given the opportunity to earn equivalent credit and to demonstrate evidence of meeting the
learning outcomes for missed assignments or assessments in the event of the
death of a member of the student's family.

Scope: This policy applies to all full-time and part-time students currently enrolled
in the Purdue University System.

Immediate Family: Students are eligible for up to three (3) days of excused
absence over five (5) consecutive calendar days for the death of a spouse,
parent, child, grandparent, grandchild or sibling, or a corresponding in-law or
step-relative.

Relative living in the student's home: Students are eligible for up to three (3) days
of excused absence over five (5) consecutive calendar days for the death of an
uncle, aunt, niece, nephew or first cousin living in the student's home.

Relative: Students are eligible for one (1) day of excused absence for the death
of an uncle, aunt, niece, nephew or first cousin.

In the event of the death of another family member or friend not explicitly
included within this policy, a bereaved student should petition for grief absence
through the Office of the Dean of Students (ODOS) by meeting individually with
an ODOS staff member for case evaluation.

In addition, students may be granted additional absences to account for travel
considerations, to be determined by the distance of the verified funeral services
from West Lafayette, IN, as follows:
Within 150 mile radius of West Lafayette - no additional excused absence days;
between 150-300 mile radius of West Lafayette - one additional excused
absence days; beyond 300 mile radius of West Lafayette - two additional
excused absence days; outside the 48 contiguous United States - four additional
excused absence days.

A student should contact the ODOS to request that a notice of his or her leave be
sent to instructors. The student will provide documentation of the death or funeral
service attended to the ODOS. Given proper documentation, the instructor will
excuse the student from class and provide the opportunity to earn equivalent
credit and to demonstrate evidence of meeting the learning outcomes for missed
assignments or assessments. If the student is not satisfied with the
implementation of this policy by a faculty member, he or she is encouraged to
contact the Department Head and if necessary, the ODOS, for further review of
his or her case. In a case where grades are negatively affected, the student may
follow the established grade appeals process.

4. Military Absence Policy for Students (University Senate Document 13-4, March
24, 2014)
Purdue University recognizes that those who are actively serving in the Reserves or National Guard of the United States are required by their military contract to attend mandatory training through the Military Absence Policy for Students (MAPS).

Students will not be penalized for mandatory military training and will be given the opportunity to earn equivalent credit and to demonstrate evidence of meeting the learning outcomes for missed assignments or assessments in the event of a schedule or class conflict due to mandatory military training. It is the responsibility of the student to inform the instructor at the beginning of the semester of the potential for mandatory military training conflicts. Students should expect that absences from heavier course loads will be more difficult to recover from than absences from lighter course loads.

Students are eligible for up to fifteen (15) days for military-required absences per academic year with no more than ten (10) academic calendar days taken consecutively, for their mandatory military training. Total absences, including travel, may not exceed 1/3 of the course meetings for any course. Students may be granted additional absences to account for travel considerations, to be determined by the distance of the verified military training from the Purdue campus, as follows:
- Within 150 mile radius of the Purdue campus, no additional excused absence days.
- Between 150 - 300 mile radius of the Purdue campus, one additional excused absence days.
- Beyond 300 mile radius of the Purdue campus, two additional excused absence days.
- Outside the 48 contiguous United States, four additional excused absence days.

A student should contact the Office of the Dean of Students (ODOS) to request that a notice of the leave be sent to instructors as soon as he or she is informed of the dates of mandatory military training. The student will provide documentation of the mandatory military training in the form of orders or equivalent documents as proof of legitimate absence to the ODOS as soon as these documents are available. If necessary, the ODOS may consult with the Veterans Success Center about the nature of the documentation. When documentation is presented to the Office of the Dean of Students, a verified absence notification will be sent to the student’s instructors.

The student may provide verbal information about the leave to the ODOS and an unverified preliminary (non–MAPS) notice will be sent to instructors for planning purposes only. MAPS will be applicable only when the student has returned to the ODOS with substantiating documentation and ODOS has sent a verified absence notification to the instructors.
With a verified absence notification from the ODOS, the instructor will not penalize the student for missing class and will provide the opportunity to earn equivalent credit and to demonstrate evidence of meeting the learning outcomes for missed assignments or assessments. If the student begins to make up the work and is not satisfied with the implementation of this policy, he or she shall provide, within 10 days, a written statement to the professor clearly explaining their objection and suggesting an alternative accommodation. If the professor and student cannot expediently resolve this written objection, then the student may appeal for further review or consultation of his or her case to the Department Head, whereupon ODOS or the Veterans Success Center may become involved. In a case where grades are negatively affected, the student may follow the established grade appeals process.

Unique or variant exceptions should be dealt with in a negotiated manner between the student and professor, which may include involving the Department Head, ODOS, or the Veterans Success Center to review and consult on his or her situation.

In certain laboratory-based or intensive short-term courses, a student can jeopardize his/her academic status with an unreasonable number of absences, particularly in lab courses that cannot be made up later. In courses with extensive laboratory exercises, group projects, group performances, or participation requirements, equivalent exercises or assessments may not be possible as determined by the instructor and subject to review by the Dean of the school offering the course, or their designee. In such a case the student may be eligible for retroactive withdrawal. The student should always consult with the instructor to determine the potential impact of any absence.

5. Conclusion

The University expects that students will attend classes for which they are registered. At times, however, either anticipated or unanticipated absences can occur. The student bears the responsibility of informing the instructor in a timely fashion, when possible. The instructor bears the responsibility of trying to accommodate the student either by excusing the student or allowing the student to make up work, when possible. The University expects both students and their instructors to approach problems with class attendance in a manner that is reasonable.
TO: The University Senate  
FROM: University Senate Nominating Committee  
SUBJECT: Nominees for University Senate Nominating and Steering Committees  
REFERENCE: Bylaws of the University Senate  
DISPOSITION: Election by the University Senate

The Nominating Committee proposes the following nominees for service on the University Senate Nominating and Steering committees. The persons elected are to serve the period of years shown following each name. Brief biographies of the nominees are included below (when submitted).

A. For the 4 vacancies on the **Nominating Committee**, the following 8 faculty members are proposed:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frederick Berry</td>
<td>3</td>
<td>Engineering Technology</td>
</tr>
<tr>
<td>Alexandra Boltasseva</td>
<td>3</td>
<td>Electrical and Computer Engineering</td>
</tr>
<tr>
<td>Guang Cheng</td>
<td>1</td>
<td>Statistics</td>
</tr>
<tr>
<td>Martin Corless</td>
<td>2</td>
<td>Aeronautics &amp; Astronautics</td>
</tr>
<tr>
<td>Daniel Elliott</td>
<td>2</td>
<td>Electrical &amp; Computer Engineering</td>
</tr>
<tr>
<td>Ellen Kossek</td>
<td>3</td>
<td>Management</td>
</tr>
<tr>
<td>Rodolfo Pinal</td>
<td>2</td>
<td>Industrial &amp; Physical Pharmacy</td>
</tr>
<tr>
<td>Jeremy Reynolds</td>
<td>3</td>
<td>Sociology</td>
</tr>
</tbody>
</table>

B. For the 2 vacancies on the **Steering Committee**, the following 4 faculty members are proposed:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Neil Knobloch</td>
<td>3</td>
<td>Youth Development &amp; Agricultural Education</td>
</tr>
<tr>
<td>Stephen Martin</td>
<td>3</td>
<td>Economics</td>
</tr>
<tr>
<td>Dharmendra Saraswat</td>
<td>3</td>
<td>Agricultural &amp; Biological Engineering</td>
</tr>
<tr>
<td>Jane Yatcilla</td>
<td>2</td>
<td>Libraries</td>
</tr>
</tbody>
</table>

**Approving by e-mail**

Natalie Carroll  
Richard Cosier  
Michael Hill  
Julie Mariga  
Sulma Mohammed  
Loring Nies  
Robert Nowack  
J. Mark Thom
Nominating Committee – Nominates elective members for all Senate committees. Solicit information from the faculty concerning faculty preferences and qualifications for committee assignments annually.

Frederick Berry
Engineering Technology

Alexandra Boltasseva
Electrical and Computer Engineering

Guang Cheng
Statistics

Martin Corless
Aeronautics and Astronautics

Daniel Elliott
Electrical and Computer Engineering

Dan Elliott has been on the faculty of Purdue University since 1984. His current appointment is a joint appointment, as Professor of Electrical and Computer Engineering and Professor of Physics and Astronomy. His recent teaching assignments have been in the area of electromagnetic fields and waves, and in algebra-based introductory physics. He carries out an active laboratory-based research program, currently mentoring four students, in which they study extremely weak laser interactions in atoms, and the generation of ultra-cold diatomic molecules using highly-stable, tunable lasers. He has served on various committees at the departmental, college, and university level, including three-year terms on the Graduate Council and the University Senate. He also served as the Graduate Coordinator for Electrical and Computer Engineering (1998-2004).

Ellen Kossek
Management

Ellen Ernst Kossek is the Basil S. Turner Professor at Purdue University's Krannert School of Management and Research Director of the Susan Bulkeley Butler Center for Leadership Excellence with a courtesy appointment in Psychological Sciences. She holds educational degrees from Yale University (Ph.D in organizational behavior), the University of Michigan (MBA in human resources); and Mount Holyoke College (with honors in psychology.) She is currently a Fellow from Purdue University in the Big Ten Alliance Academic Leadership Program. Her research has won awards including the Rosabeth Moss Kanter award for research excellence, the Families and Work Institutes' Work-Life Legacy award for helping to build or advance the work-life movement and the Academy of Management's Gender and Diversity Division's Sage
Scholarly achievement award for advancing understanding of gender and diversity in organizations. She was the first elected president of the Work-Family Researchers Network, a founding member of the Work Family Health Network and elected a Fellow in the American Psychological Association and the Society for Industrial and Organizational Psychology. She was elected to serve on the Academy of Management's board of governors, and Chair, of the Gender & Diversity in Organizations Division. She has won grants from the Alfred P. Sloan Foundation, the U. S. National Institutes of Health, and the Russell Sage Foundations. She has won distinguished faculty teaching awards for multiple years at Purdue. She has been invited to give keynote speeches to managers, scholars, students and policymakers in over a dozen countries. Prior to becoming a chaired professor at Purdue, she was awarded the rank of University Distinguished Professor at Michigan State University. She has been a visiting scholar at Kings' College London, Harvard Business School, the University of Adelaide, Australia, and the University of Michigan's Institute of Social Research, and Center for Education of Women (awarded a Jean Campbell Fellowship). She has work experience in international and strategic human resource management working in Asia, Europe and the U.S. for Hitachi, IBM & GTE. She works globally to advance knowledge on gender and diversity, employment practices to support work and family, and the development of leader and positive workplace cultures to support well-being and productivity. Dr. Kossek and her research has been featured in national and international media such as the Financial Times, National Public Radio, the Wall Street Journal, Forbes magazine, Time magazine, and the Washington Post.

Jeremy Reynolds  
Sociology

Jeremy Reynolds is a Professor in the Department of Sociology. He was previously a faculty member at the University of Georgia and moved to Purdue in August 2016.

Much of his research examines two questions: What do workers want from their jobs? and To what extent do workers get what they want? He is particularly interested in people’s efforts to arrange their work schedules to accommodate their lives outside of work. His research has been published in top sociology and social science journals including American Sociological Review, Social Forces, Social Currents, Journal of Marriage and Family, Journal of Family Issues, Work & Occupations, and Industrial & Labor Relations Review. He is a previous winner the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

While at the University of Georgia, he served on a variety of departmental, college, and university committees. A selection of his service activities is provided below.

University Service  
UGA, Office of Student Conduct, Hearing Administrator, 2014-2016
UGA, Program Review and Assessment Committee (PRAC), 2013-2015
UGA, Board of Regents Subcommittee (RAC-Sociology, Anthropology, & Social Work), 2009-2016

College Service  
UGA Franklin College, Information Technology Committee, 2006-2010
UGA Franklin College, Faculty Senate, 2014-2016
UGA Franklin College, Faculty Senate Curriculum Committee 2014-2016

Departmental Service
Steering Committee – Shall propose the agenda for every session of the Senate; ensure the
distribution of the agenda to each member of the Senate at least five days before each regularly
scheduled meeting. The Steering Committee may schedule an annual report of each of the
Senate committees to the senate. The various councils will be requested by the Steering
Committee to inform the senate of their activities, studies, and recommendations at fixed intervals
to be established by the Steering Committee. The Steering Committee shall receive
communications from any faculty member or group of members who wish to present any proposal
before any meeting of the Senate.

Neil Knobloch
Youth Development and Agricultural Education

Stephen Martin
Economics

Stephen Martin is a Professor in the Department of Economics, Krannert School of Management.
His research interests include all areas of industrial organization and antitrust policy. Particular
interests are the economics of innovation, and comparisons of U.S., EU, and Chinese antitrust
policy.

Recent publications discuss exclusionary behavior on platform markets, regulation and innovation
in the pharmaceutical sector, (both co-authored with Purdue Ph.Ds.), and a study of a cartel
formed by the Pope and the King of Naples in Renaissance Italy. These papers contribute to
understanding of various aspects of strategic business behavior.

He is the author of graduate and undergraduate textbooks on industrial organization.

Martin was Chairman of the Department of Economics at the European University Institute,
Florence, Italy (September 1990-August 1993), Director of the Center for Industrial Economics,
Copenhagen, Denmark (September 1995-December 1999), and Chair of the Department of
Finance and Organization, University of Amsterdam (September 2000-December 2001). He
organized the 25th Annual Meetings of the European Association for Research in Industrial Economics (Copenhagen, 1998), and was President of the Industrial Organization Society in 2000-2001. He was co-managing editor of the *International Journal of Industrial Organization* from 1996 to 2004.

He has held numerous academic-administrative positions at Purdue, including but not limited to
- Director, Technology Transfer Initiative, 2002-2006;
- Chairman, Economics Policy Committee, 2005-2008;

Dharmendra Saraswat
Agricultural and Biological Engineering

Dharmendra Saraswat is an Associate Professor in the Department of Agricultural and Biological Engineering. Prior to coming to Purdue, Dharmendra was a faculty member at the University of Arkansas, a scientist at the Indian Council of Agricultural Research, New Delhi, India and an assistant professor at Chandra Shekhar Azad University of Agriculture & Technology, Kanpur, India. His current research focus is on information and communication technologies (ICTs) for plant production (field and nursery crops) and natural resources management, spatial and temporal modeling, and sensor data management.

Dharmendra has authored or co-authored more than 250 refereed journal articles, book chapters, conference proceedings & presentations, technical reports, mobile apps & web tools and trained more than 600 professionals and volunteers in his professional career. He is internationally recognized for his research and extension contributions to agricultural engineering profession.

Dharmendra has actively served on various in-state and out-of-state committees as listed below:

**In-State**

1) Member, University Senate, Purdue University (2017-2019)
2) Member, Graduate Committee, ABE Department, Purdue University (2015-continue)
3) Member, University of Arkansas Division of Agriculture Cooperative Extension Service-Awards Committee (2014-2015).
4) Chair, University of Arkansas Division of Agriculture Cooperative Extension Service- Mobile Computing Committee (2010-2011).
5) Chair, Arkansas Chapter of ASABE (2010-11), Vice-Chair (Professional Development) (2008-10).
8) Facilitator, Collaboration between the Ohio State University and the University of Agricultural Sciences, Dharwad, India, December 2005.

**Out-of-State**
9) Co-Chair, Farm Machinery and Power, Session I: 2017 ISAE Annual Convention.
10) Co-Chair, Development Committee: 2018 ASABE-ISAE Global Water Security Conference.
11) Co-Chair, Theme Session-1: Enhancement of Food Availability Through Mechanization and
    Precision Agriculture, Engineering and Technology Innovation for Global Food Security
    Conference, ASABE (2016).
12) Panelist, Group-5: Capacity Building for Mitigation of Climate Change by Use of Precision
    Agriculture in Developing Countries, Engineering and Technology Innovation for Global Food
13) Vice-Chair, E-2050/2- International Membership Community Support Committee, ASABE.
14) International Director, Indian Society of Agricultural Engineers (2015-2018).
15) Panel Organizer, Annual Convention of Indian Society of Agricultural Engineers, ISAE (2014-
    2017).
16) Co-Chair, Session X-Remote sensing and GIS modelling and decision support system in
    natural resource management, International Conference on Natural Resource Management
19) Chair, ED-208 (Extension of ASABE) (2012-13), Vice Chair (2011-12) and Secretary (2010-
    11).
20) Member, PM-54 (Site specific farming of ASABE) and SW-21 (Hydrology group of ASABE).
21) Chair, Technical sessions - 9th International Precision Agriculture Conference (2008), Annual
    International ASABE meeting (2010, 2011), and SWAT International Conference (2012).
22) Member, Executive Board of Association of Agricultural, Biological, and Food Engineers of
24) Co-Chair, Southern Region Watershed Assessment and Modeling (SRWAM) Project (2008-
    2010).

Jane Yatcilla
Libraries

Jane Yatcilla is an Associate Professor of Library Science at Purdue University Libraries. Her
primary liaison responsibilities are with the College of Veterinary Medicine and the School of
Health Sciences. Yatcilla provides additional instructional support to the departments in colleges
of agriculture and health and human sciences, and is an active support team member in
Instruction Matters: Purdue Academic Course Transformation (IMPACT), Purdue's renowned
initiative to train and support faculty who want to redesign their classes to be more student-
centered and to rely on more active learning techniques. Her current research interests include
exploring the use of text analytics as tool for library science research, and mapping the
development of research disciplines such as the human-animal bond and animal-assisted therapy
through analysis of the research literature.

Yatcilla has served on a variety of Libraries and university committees, including
- Libraries Scholar Grant Committee, 2015-
- Sustainability subcommittee of URPC, chair 2013-2016
- Healthy Boiler Initiative (ongoing)
- Diversity Transformation Award panels, 2015
- College of Veterinary Medicine Teaching and Learning Advisory Board, 2015-
TO: University Senate  
FROM: Ralph Kaufmann, Chair, Educational Policy Committee  
SUBJECT: Resolution of reaffirmation and support of faculty responsibility for dual credit courses.  
DISPOSITION: Discussion and Approval by the University Senate

WHEREAS, the Higher Learning Commission (HLC) has set forth a new stricter policy of Assumed Practices (CRRT.B.10.020) which will become effective September 1, 2017.

WHEREAS, an extension until September 1, 2022 has been granted by the HLC to Indiana University Purdue University Fort Wayne, Purdue University Northwest and Purdue University West Lafayette by petition of the Indiana Commission for Higher education (ICHE).

WHEREAS, the Inter Campus Faculty Council (IFC) resolution 16.03 has called for an immediate adoption of the new policy.

WHEREAS, Purdue University Northwest Faculty Senate Document (FSD 16.16) has called for a stricter timeline and stipulates, that “high school instructor qualifications, selection of textbooks, course materials, and the assessment of content mastery in Dual Credit/Concurrent Enrollment coursework must be approved and monitored by Purdue University Northwest Faculty”.

WHEREAS, current student regulations at Purdue University West Lafayette already has a regulation in place for dual credits, which states that, “departmentally designated Purdue faculty must endorse and supervise the teacher as well as approve the syllabus, grading standards, and examinations”.

THEREFORE, BE IT RESOLVED that the Purdue University Senate reaffirms that the practices for dual credit is an area of faculty responsibility at Purdue University West Lafayette and supports similar policies asserting faculty responsibility across the Purdue System.

Respectfully Submitted,

Ralph Kaufmann, Educational Policy Committee

Voted “Yes”  
Feng-Song Wang  
Valentina Concu  
Elliott Slamovich  
Victoria Lowell  
Donna Ferullo  
Christine Hrycyna  
Ryan Cabot  
Helen McNally  
Katherine Sermersheim

Voted “No”  
Bonnie Blankenship  
Kristina Bross  
Frank Dooley  
Daryl Ragland  
Jerry Ross  
Hannah Calvert  
Donnie Spencer

Did not vote/abstained
Sean Rotar
Peter Dunn
Ralph Kaufmann
The Nominating Committee proposes the following slates of nominees for service on the University faculty committees listed below. The faculty members elected are to serve for terms as specified:

A. University Grade Appeals Committee

Andrew Freed    Earth, Atmospheric & Planetary Sciences

For a term of service ending at the end of Summer Session 2020.

B. University Censure and Dismissal Procedures Committee

Regular Members

Richard Ghiselli    Tourism and Hospitality Management
Jeffrey Volenec    Agronomy

Alternate Members

None required at this time

For terms of service ending 31 May 2020.

Appointing

Natalie Carroll
Michael Hill
Sulma Mohammed
Robert Nowack
J. Mark Thom

Not Present

Ji-xin Cheng
Richard Cosier
Julie Mariga
Loring Nies
The Nominating Committee proposes the following slates of nominees for service on the University Senate Standing Committees. The faculty members elected are to serve the period of years shown following each name.

A. Educational Policy Committee
For the 5 vacancies, the proposed slate of nominees includes Professors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robin Adams</td>
<td>2</td>
<td>Engineering Education</td>
</tr>
<tr>
<td>Steven Broyles</td>
<td>2</td>
<td>Biochemistry</td>
</tr>
<tr>
<td>Jessica Cabral</td>
<td>3</td>
<td>Construction Management Tech</td>
</tr>
<tr>
<td>Andrew Freed</td>
<td>3</td>
<td>Earth, Atmospheric &amp; Planetary Sciences</td>
</tr>
<tr>
<td>John Niser</td>
<td>2</td>
<td>Consumer &amp; Family Sciences</td>
</tr>
</tbody>
</table>

B. Equity & Diversity Committee
For the 5 vacancies, the proposed slate of nominees includes Professors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michele Buzon</td>
<td>3</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Joseph La Lopa</td>
<td>3</td>
<td>Hospitality &amp; Tourism Management</td>
</tr>
<tr>
<td>Son No</td>
<td>3</td>
<td>Languages &amp; Cultures</td>
</tr>
<tr>
<td>Linda Prokopy</td>
<td>3</td>
<td>Forestry &amp; Natural Resources</td>
</tr>
<tr>
<td>Audrey Ruple</td>
<td>3</td>
<td>Comparative Pathobiology</td>
</tr>
</tbody>
</table>

C. Faculty Affairs Committee
For the 6 vacancies, the proposed slate of nominees includes Professors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kolapo Ajuwon</td>
<td>3</td>
<td>Animal Sciences</td>
</tr>
<tr>
<td>Christian Butzke</td>
<td>2</td>
<td>Food Science</td>
</tr>
<tr>
<td>Alexander Francis</td>
<td>3</td>
<td>Speech, Language &amp; Hearing Sciences</td>
</tr>
<tr>
<td>Ayhan Irfanoglu</td>
<td>3</td>
<td>Civil Engineering</td>
</tr>
<tr>
<td>Deborah Nichols</td>
<td>3</td>
<td>Human Development &amp; Family Studies</td>
</tr>
<tr>
<td>Jeffrey Watt</td>
<td>1</td>
<td>Mathematics Education</td>
</tr>
</tbody>
</table>

D. Student Affairs Committee
For the 4 vacancies, the proposed slate of nominees includes Professors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donna Fekete</td>
<td>1</td>
<td>Biological Sciences</td>
</tr>
<tr>
<td>Jason Harris</td>
<td>3</td>
<td>Health Sciences</td>
</tr>
<tr>
<td>Jeffrey Rhoades</td>
<td>3</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td>Steven Wereley</td>
<td>3</td>
<td>Mechanical Engineering</td>
</tr>
</tbody>
</table>
E. University Resources Policy Committee

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Years</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Claxton</td>
<td>3</td>
<td>Health &amp; Kinesiology</td>
</tr>
<tr>
<td>David Eichinger</td>
<td>3</td>
<td>Curriculum &amp; Instruction</td>
</tr>
<tr>
<td>Clifford Fisher</td>
<td>3</td>
<td>Management</td>
</tr>
<tr>
<td>Stephen Hooser</td>
<td>3</td>
<td>Comparative Pathobiology</td>
</tr>
</tbody>
</table>

Approving via email:

Natalie Carroll
Ji-xin Cheng
Richard Cosier
Julie Mariga
Sulma Mohammed
Loring Nies
Robert Nowack
J. Mark Thom
TO: Purdue University Senate  
FROM: Russell Jones, Chair, Student Affairs Committee  
SUBJECT: Mental Health Awareness  
DISPOSITION: For Discussion

WHEREAS, mental health awareness has been a major initiative within Purdue Student Government over the past two years; and

WHEREAS, the University of Michigan’s student government passed and then successfully implemented a resolution encouraging professors to include CAPS information, such as where CAPS is located and the CAPS phone number; and

WHEREAS, this concept has been endorsed by the Student Body President of the University of Michigan, David Schafer; and

WHEREAS, this concept has also been endorsed by the University of Michigan CAPS Director, Dr. Todd Sevig; and

WHEREAS, faculty concerns about students’ mental health can be alleviated as students are more efficiently made aware of resources available to them, subsequently increasing student performance and contributions in the classroom by improving mental wellbeing; and

WHEREAS, providing information about CAPS is significant in encouraging the utilization of expanded and improved mental health services; and

WHEREAS, when implemented this resolution would increase the student body’s awareness of Purdue’s Counseling and Psychological Services and improve the subjective well-being of the Purdue community overall;

Therefore, be it RESOLVED,

that Purdue University Senate encourages faculty to include information about CAPS on their syllabi; and

that this information is recommended to appear as such:

“Student Mental Health and Wellbeing

Purdue University is committed to advancing the mental health and wellbeing of its students. If you or someone you know is feeling overwhelmed, depressed, and/or in need of support, services are available. For help, such individual should contact Counseling and Psychological Services (CAPS) at (765)494-6995 and http://www.purdue.edu/caps/ during and after hours, on weekends and holidays, or through its counselors physically located in the Purdue University Student Health Center (PUSH) during business hours.”
Sincerely,
Russell Jones, Chair
Student Affairs Committee

Approved by:

Chris Clifton
Donna Fekete
Ed Fox
Jacob Goedde
Russell Jones
Chuck Krousgrill
Linda Mason
Jon Story
Dina Verdin

Voting Against:
Caren Archer
<table>
<thead>
<tr>
<th>SENATE DOCUMENT</th>
<th>TITLE</th>
<th>ORIGIN</th>
<th>SENATE</th>
</tr>
</thead>
</table>
| 15-13 | Senate Document 15-13  
Student Affairs Committee English Language Support Resolution | Student Affairs Committee  
Professor Russell Jones | *Approved 19 October 2016 |
| 15-19 | Senate Document 15-19  
Resolution on Enhancing Faculty Recruitment and Retention | Professors Alberto Rodriguez | *Approved 19 October 2016 |
| 16-01 | Senate Document 16-01  
Resolution on Immigrants, International Students & Scholars and Visitors to Purdue University | Equity and Diversity Committee  
Professor Linda Prokopy and  
Professor Feng-Song Wang | *Approved 12 September 2016 |
| 16-02 | Senate Document 16-01  
Bylaws Revision Section 5.30 | Equity and Diversity Committee  
Professor Heather Servaty-Seib | *Approved 21 November 2016 |
| 16-03 | Senate Document 16-03  
Reapportionment of the Senate | Steering Committee  
Professor Gerald Shively | *Approved 21 November 2016 |
| 16-04 | Senate Document 16-04  
University Senate Resolution on IPFW Program Restructuring | Senate Chair – Professor David Sanders | *Approved 21 November 2016 |
| 16-05 | Senate Document 16-05  
Course Evaluation Resolution | Professor Levon Esters  
Faculty Affairs Committee | * Approved 20 February 2017 |
| 16-06 | Senate Document 16-06  
Nominees for Senate Vice-Chair | Professor Michael A. Hill  
Nominating Committee | * Approved 20 March 2017 |
<table>
<thead>
<tr>
<th>Document</th>
<th>Title</th>
<th>Sponsor</th>
<th>Committee</th>
<th>Status</th>
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</thead>
<tbody>
<tr>
<td>16-07</td>
<td>Senate Document 16-07&lt;br&gt;Resolution in Support of the Student-led Honor Pledge</td>
<td>Professor Russell Jones&lt;br&gt;Student Affairs Committee</td>
<td>* Approved 20 March 2017</td>
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<tr>
<td>16-08</td>
<td>Senate Document 16-08&lt;br&gt;Changes to the Senate Bylaws for Term Limits and Eligibility</td>
<td>Professor Natalie Carroll&lt;br&gt;Nominating Committee</td>
<td>* Approved 20 March 2017</td>
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</tr>
<tr>
<td>16-09</td>
<td>Senate Document 16-09&lt;br&gt;Absence from Campus Resolution</td>
<td>Professor Russell Jones&lt;br&gt;Student Affairs Committee</td>
<td>* For Action 17 April 2017</td>
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</tr>
<tr>
<td>16-10</td>
<td>Senate Document 16-10&lt;br&gt;Nominating and Steering Committee Nominees</td>
<td>Professor Natalie Carroll&lt;br&gt;Nominating Committee</td>
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<td>16-11</td>
<td>Senate Document 16-11&lt;br&gt;Resolution of Reaffirmation &amp; Support of Faculty Responsibility for Dual Credit</td>
<td>Professor Ralph Kaufmann&lt;br&gt;Educational Policy Committee</td>
<td>* For Action 17 April 2017</td>
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<tr>
<td>16-12</td>
<td>Senate Document 16-12&lt;br&gt;Updated Language to Student Regulations</td>
<td>Professor Ralph Kaufmann&lt;br&gt;Educational Policy Committee</td>
<td>* Discussion 17 April 2017</td>
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<tr>
<td>16-13</td>
<td>Senate Document 16-13&lt;br&gt;Faculty Committee Nominees</td>
<td>Professor Natalie Carroll&lt;br&gt;Nominating Committee</td>
<td>* For Action 17 April 2017</td>
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<td>16-14</td>
<td>Senate Document 16-14&lt;br&gt;Senate Standing Committee Nominees</td>
<td>Professor Natalie Carroll&lt;br&gt;Nominating Committee</td>
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<tr>
<td>16-15</td>
<td>Senate Document 16-15&lt;br&gt;Tobacco Education and Cessation Resolution</td>
<td>Professor Alan Friedman&lt;br&gt;University Resources Policy Committee</td>
<td>* Discussion 17 April 2017</td>
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<tr>
<td>16-16</td>
<td>Senate Document 16-16&lt;br&gt;Resolution on Mental Health Awareness</td>
<td>Professor Russell Jones&lt;br&gt;Student Affairs Committee</td>
<td>* For Action 17 April 2017</td>
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<tr>
<td>16-17</td>
<td>Senate Document 16-17</td>
<td>Senate Faculty Affairs Committee Nominees</td>
<td>Professor Natalie Carroll Nominating Committee</td>
<td>* For Action 17 April 2017</td>
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</tr>
<tr>
<td>16-18</td>
<td>Senate Document 16-18</td>
<td>Promotion &amp; Tenure External Review</td>
<td>Professor Levon Esters Faculty Affairs Committee</td>
<td>* Discussion 17 April 2017</td>
</tr>
</tbody>
</table>
SMOKING AREA RELOCATION

- Remove #6 and #7. Create new smoking area south of State Street (potentially not until after State Street project is complete).
- Move #2 to the north side of the Armory.
RECORDED TORNADO TOUCHDOWNS SINCE 1950

Tippecanoe: 51

Boone: 33

Elkhart: 34

Kosciusko: 31

Hamilton: 30

Marion: 44
VOLUNTARY TORNADO DRILL  TUESDAY, MARCH 21ST

Between 10:15 to 10:45 a.m., expect:

- Siren
- Desktop alert
- Text Message
- @purdueemergency on Twitter
- Alert Beacon
- Digital signs
- Broadcast alerts
CLASSROOM PREPARATIONS

Remind students that sirens:

• Warn of a variety of types of danger
• Indicate a need to be indoors & to seek shelter in a room that is
  ▪ Low for a tornado
  ▪ Above ground with few windows & vents for a hazardous materials threat
  ▪ Can be barricaded for threat of active violence

Encourage students to:

• Sign up for Purdue Alerts at: purdue.edu/securepurdue
• Visit purdue.edu/ehps/emergency_preparedness for more resource

Emergency Preparedness Lecture

• Required to be presented to students on the first day of class and included in course syllabi.
### DEPENDENCE ON TEACHING ASSISTANTS AS INSTRUCTORS

<table>
<thead>
<tr>
<th>University</th>
<th>% of Graduate T.A.s Listed as Primary Instructors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purdue</td>
<td>26%</td>
</tr>
<tr>
<td>U. of South Florida</td>
<td>25%</td>
</tr>
<tr>
<td>U. of Georgia</td>
<td>24%</td>
</tr>
<tr>
<td>U. of Iowa</td>
<td>20%</td>
</tr>
<tr>
<td>North Carolina-Chapel Hill</td>
<td>20%</td>
</tr>
<tr>
<td>U. of Hawaii</td>
<td>19%</td>
</tr>
<tr>
<td>U. of Illinois</td>
<td>19%</td>
</tr>
<tr>
<td>Florida State</td>
<td>18%</td>
</tr>
<tr>
<td>U. of Arkansas</td>
<td>18%</td>
</tr>
<tr>
<td>U. of Kansas</td>
<td>18%</td>
</tr>
</tbody>
</table>

Data for Fall 2015. Only includes schools ranked by U.S. News.
Purdue employs mostly tenured/track faculty & teaching assistants.

- **Teaching Assistants:** 44.13%
- **Clinical & Adjunct:** 13.74%
- **Tenure & Tenure Track:** 42.13%

**AAU Average:**
- **Teaching Assistants:** 35.62%
- **Clinical & Adjunct:** 21.06%
- **Tenure & Tenure Track:** 33.07%

*AAU number includes medical clinical faculty. The conclusion does not change even when those are removed.*
### FACULTY INSTRUCTIONAL STAFF ONLY:
**PURDUE RELIES ON TENURED & TENURE TRACK FACULTY**

<table>
<thead>
<tr>
<th>AAU Public University</th>
<th>Tenure Rank</th>
<th>Tenured or on Tenure Track</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nebraska</td>
<td>76%</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Georgia Tech</td>
<td>75%</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Purdue</strong></td>
<td><strong>75%</strong></td>
<td><strong>3</strong></td>
<td></td>
</tr>
<tr>
<td>UC Santa Barbara</td>
<td>73%</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>IU Bloomington</td>
<td>58%</td>
<td>14</td>
<td></td>
</tr>
</tbody>
</table>
QUESTIONS TO CONSIDER...

• Is this a strength of our graduate school or a weakness of our undergraduate programs?

• Are adequate measures in place to ensure quality of TA instruction?

• Does this phenomenon impact learning outcomes?

• What is the feedback from undergraduates?
TUITION TO REMAIN UNCHANGED THROUGH 2018-19

SALARY INCREASE OF 2.5%

Salary Merit Pay Increases

<table>
<thead>
<tr>
<th>Year</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>3.5%</td>
</tr>
<tr>
<td>2016</td>
<td>2.5%</td>
</tr>
<tr>
<td>2017</td>
<td>2.5%</td>
</tr>
<tr>
<td><strong>3-Year Total</strong></td>
<td><strong>8.5%</strong></td>
</tr>
</tbody>
</table>
TOTAL COST OF ATTENDANCE

In-state students living on campus

Big Ten Average

Purdue University

Purdue University

### Room & Board Trends

#### 2013 Rates

<table>
<thead>
<tr>
<th>State</th>
<th>Rate</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michigan</td>
<td>$9,752</td>
<td>1</td>
</tr>
<tr>
<td>Purdue</td>
<td>$9,700</td>
<td>2</td>
</tr>
<tr>
<td>Illinois</td>
<td>$9,688</td>
<td>3</td>
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<tr>
<td>Ohio St.</td>
<td>$9,318</td>
<td>4</td>
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<tr>
<td>Nebraska</td>
<td>$9,122</td>
<td>5</td>
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<tr>
<td>Penn St.</td>
<td>$8,990</td>
<td>6</td>
</tr>
<tr>
<td>Indiana</td>
<td>$8,853</td>
<td>7</td>
</tr>
<tr>
<td>Michigan St.</td>
<td>$8,476</td>
<td>8</td>
</tr>
<tr>
<td>Iowa</td>
<td>$8,243</td>
<td>9</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>$8,024</td>
<td>10</td>
</tr>
<tr>
<td>Minnesota</td>
<td>$8,000</td>
<td>11</td>
</tr>
</tbody>
</table>

#### 2014 Rates

<table>
<thead>
<tr>
<th>State</th>
<th>Rate</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michigan St.</td>
<td>$10,050</td>
<td>1</td>
</tr>
<tr>
<td>Illinois</td>
<td>$9,980</td>
<td>2</td>
</tr>
<tr>
<td>Purdue*</td>
<td>$9,654</td>
<td>3</td>
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<tr>
<td>Nebraska</td>
<td>$9,532</td>
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<tr>
<td>Ohio St.</td>
<td>$9,440</td>
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<td>Penn St.</td>
<td>$9,370</td>
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<tr>
<td>Indiana</td>
<td>$9,149</td>
<td>7</td>
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<td>Iowa</td>
<td>$9,066</td>
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<td>Michigan St.</td>
<td>$8,806</td>
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<tr>
<td>Minnesota</td>
<td>$8,312</td>
<td>10</td>
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<tr>
<td>Wisconsin</td>
<td>$8,287</td>
<td>11</td>
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</tbody>
</table>

#### 2015 Rates

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<thead>
<tr>
<th>State</th>
<th>Rate</th>
<th>Ranking</th>
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<tbody>
<tr>
<td>Rutgers</td>
<td>$11,749</td>
<td>1</td>
</tr>
<tr>
<td>Maryland</td>
<td>$10,633</td>
<td>2</td>
</tr>
<tr>
<td>Michigan</td>
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<tr>
<td>Illinois</td>
<td>$10,196</td>
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<tr>
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<tr>
<td>Indiana</td>
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<tr>
<td>Purdue</td>
<td>$9,414</td>
<td>9</td>
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<tr>
<td>Iowa</td>
<td>$9,389</td>
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<td>Michigan St.</td>
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<td>$8,554</td>
<td>12</td>
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<tr>
<td>Wisconsin</td>
<td>$8,546</td>
<td>13</td>
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#### 2016 Rates

<table>
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<tr>
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<th>Rate</th>
<th>Ranking</th>
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<tbody>
<tr>
<td>Rutgers</td>
<td>$12,054</td>
<td>1</td>
</tr>
<tr>
<td>Ohio St.</td>
<td>$11,666</td>
<td>2</td>
</tr>
<tr>
<td>Maryland</td>
<td>$10,971</td>
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</tr>
<tr>
<td>Michigan</td>
<td>$10,554</td>
<td>4</td>
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<tr>
<td>Illinois</td>
<td>$10,332</td>
<td>5</td>
</tr>
<tr>
<td>Nebraska</td>
<td>$10,310</td>
<td>6</td>
</tr>
<tr>
<td>Penn St.</td>
<td>$10,150</td>
<td>7</td>
</tr>
<tr>
<td>Indiana</td>
<td>$9,795</td>
<td>8</td>
</tr>
<tr>
<td>Iowa</td>
<td>$9,685</td>
<td>9</td>
</tr>
<tr>
<td>Michigan St.</td>
<td>$9,474</td>
<td>10</td>
</tr>
<tr>
<td>Purdue</td>
<td>$9,414</td>
<td>11</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>$8,828</td>
<td>12</td>
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<tr>
<td>Minnesota</td>
<td>$8,744</td>
<td>13</td>
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#### 2017 Rates

<table>
<thead>
<tr>
<th>State</th>
<th>Rate</th>
<th>Projected Ranking</th>
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<tbody>
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<td>$11,749</td>
<td>1</td>
</tr>
<tr>
<td>Ohio St.</td>
<td>$11,666</td>
<td>2</td>
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<td>Maryland</td>
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</tr>
<tr>
<td>Minnesota</td>
<td>$8,744</td>
<td>13</td>
</tr>
</tbody>
</table>
TO: University Senate  
FROM: Gerald Shively, Chairperson of the Steering Committee  
SUBJECT: Résumé of Items under Consideration by the Various Standing Committees

STEERING COMMITTEE  
Gerald Shively shivelyg@purdue.edu

ADVISORY COMMITTEE  
David Sanders senatechair17@purdue.edu

NOMINATING COMMITTEE  
Natalie Carroll ncarroll@purdue.edu

EDUCATIONAL POLICY COMMITTEE  
Ralph Kaufmann rkaufman@purdue.edu  
1. Academic Integrity.  
2. Academic Rigor together with Faculty Affairs.  
4. University Regulations, document 16-12, postponed to next meeting.  
5. Dual credit document 16-13 presented this meeting.  
7. Pilot winter session.

EQUITY AND DIVERSITY COMMITTEE  
Linda Prokopy lprokopy@purdue.edu

FACULTY AFFAIRS COMMITTEE  
Levon Esters, Chairperson lesters@purdue.edu  
1. Procedures for Reducing Teaching Duties in Cases of Child Birth, Adoption and Foster Placement

STUDENT AFFAIRS COMMITTEE  
Russell Jones, Chairperson russjones@purdue.edu  
1. Resolution on Student-led Honors Pledge  
2. Resolution on Absence Approval for Students on University Sanctioned Activities  
3. Resolution on Including CAPS Information on Course Syllabi  
4. Exploring the Purdue Graduate Student Government Bill of Rights  
5. Exploring a Graduate Student Success document

UNIVERSITY RESOURCES POLICY COMMITTEE  
Alan Friedman afried@purdue.edu

Chair of the Senate, David A. Sanders, senatechair17@purdue.edu  
Vice Chair of the Senate, Alberto J. Rodriguez senate-vice-chair@purdue.edu  
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu  
University Senate Minutes; http://www.purdue.edu/senate
Provost Dutta:

The Academic Organization Committee (AOC) of the University Senate reports to the Educational Policy Committee. Information contained on the University Senate website indicates the charge of the committee is as follows:

The committee shall be concerned with changes in academic organization having a significant impact on the intellectual atmosphere and functioning of the university on all of its campuses, e.g., elimination or consolidation of existing departments and schools; and the establishment of interdepartmental institutes and centers. In performance of this task the committee shall, where appropriate, work with officers of the administration, ad hoc committees and faculty involved in contemplated changes.

The Committee views this charge as an important aspect of the University’s shared governance process. While AOC only serves an advisory role, it can none-the-less provide a useful perspective on the intellectual atmosphere and functioning of the university. My experience with the AOC over the last four years indicates the AOC faces three obstacles in carrying out its responsibilities. The AOC met with Associate Provost Vibbert and Vice-Provost Dooley to explore ideas for improving operations.

1. Many of the administrative officers are unaware of AOC and the charge it has been given. This has resulted in AOC being left out of the decision-making process of many academic organization changes. What steps will improve the awareness and purpose of AOC?

Faculty and staff receive various routine reminders. One is the annual message from President Daniels regarding our purpose as a university and broad plans for moving forward. There are many others. We are requesting Provost Dutta to remind Deans, Department Heads, and others overseeing units in which changes to “academic organization having a significant impact on the intellectual atmosphere and functioning of the university” at least annually of AOC and its charge.
2. Purdue is a large complex organization with no way of tracking ideas for organizational change impacting the intellectual atmosphere and functioning of the university. This results in AOC, and frequently administrators, learning about a proposed change at a stage where interjecting new thoughts or discussions is very difficult. In most cases, AOC’s role has been to review a completed proposal for approval. All changes reviewed by AOC involve months or years of discussion. Based on our discussions, AOC is requesting that Deans, Department Heads, and others overseeing academic units report at regular Provost Meetings any academic organization change initiated. The AOC chairperson is notified of these items.

3. AOC’s charge is to “where appropriate, work with officers of the administration, ad hoc committees and faculty involved in contemplated changes.” The way the process has been working; AOC finds itself in the role of reviewing a proposed change and making a recommendation regarding approval. AOC views its charge as providing input into proposed changes and ensuring other parties effected by a change are aware of proposed changes and have an opportunity to provide input into the decision process. In order to achieve this, AOC needs to be involved early in the change discussion not the end. Items 1 and 2 address steps to move AOC in this direction.

In addition, issues decided by one unit often have implications for other units, but these other units many times are not included in discussing a change. Changes to Centers, Institutes, interdisciplinary programs, academic advising, and academic unit reorganization are only a few examples where changes can have a broad reach. Working to improve communication during the change process is a duty the committee takes seriously.

The AOC appreciates the opportunity to meet with Associate Provost Vibbert and Vice-Provost Dooley to discuss these issues. We look forward to implementing changes that we think will make it easier for the committee to carry out its duties. If there are questions, please contact me.

Sincerely;

Craig L. Dobbins, Professor
Academic Organization Chairperson

cc: Ralph Kaufmann
    David Sanders
Faculty Performance Review

A new university standard

Peter Hollenbeck
Vice Provost for Faculty Affairs &
Professor of Biological Sciences

University Senate 03/20/17
Faculty Performance Review

**Purposes:**

Ensure a regular performance review for all ranks to assure, support and sustain the highest possible degree of excellence among our faculty.

Facilitate communication between heads and faculty.

Identify individual strengths, weaknesses and opportunities in all areas (discovery, learning and engagement).

Identify rising leaders and potential barriers to success, and provide mentoring opportunities.
Why is this a “standard” and not a new policy?

Definition of a standard (from policy V.C.1):

A mandate that further articulates the provisions or requirements of one or more System-Wide Policies as they pertain to a specific topic or particular demographic of the University.

A System-Wide Standard must be sponsored by at least one Responsible Executive(s) with system-wide authority and be referenced in the applicable policy.

System-Wide Standards must be written in accordance with the standard Template, reviewed by legal counsel as determined by University Counsel and approved by the VPEC.
Faculty Performance Review

Policies that this standard supports:

Academic Tenure and Promotion (I.B.2)

Clinical/Professional Faculty Appointment and Promotion (VI.F.10)

Research Faculty Appointment and Promotion (VI.F.8)

Terms and Conditions of Employment of Faculty Members (B-50)

Academic Freedom, Responsibilities, and Tenure, and Procedures for Termination for Cause (B-48)
Faculty Performance Review

Where did this start?

2015 COACHE SURVEY:

Faculty across all ranks and units wanted:

- better communication between faculty and heads
- more transparency at the department level
- accountability for underperforming colleagues
Where did this start?

2003 Senate Faculty Affairs Committee report:

“Building a Foundation for Career Long Faculty Growth at Purdue University – A Report on Post-tenure Review and Faculty Development”

The “Why?”

(1) Review must be part of a comprehensive culture of faculty development

(2) Must ensure that the review process will be good use of time, and convince faculty and heads
Faculty Performance Review

Where did this start?

“Building a Foundation for Career Long Faculty Growth at Purdue University – A Report on Post-tenure Review and Faculty Development” (2003)

There are many benefits if this is done properly, such as:

(a) stage-appropriate career development
(b) awareness by head/dept/PU of all faculty contributions
(c) collaborative plans to achieve faculty and unit goals
(d) rescue of marginalized, stalled or stranded faculty
(e) connection of rewards and incentives to performance
(f) accountability to each other and our academic community
Note:

This is NOT something else disguised as review, such as:
(a) a threat to tenure or academic freedom
(b) university retrenchment
(c) a waste of time

Dangers – the process will not be taken seriously if there are:
(a) no positive outcomes or follow-up actions
(b) no recognition/incentives for excellent performance
(c) no sanctions for poor performance
PROCEDURES

Review process developed by each head for all Dept or School faculty:

Annual written feedback for Assistant and Associate Professors, at least every 3 years for full Professors.

Rigorous assessments of all professional activities and responsibilities, and include multi-year goals and activities.

Based mainly upon information each department already collects, e.g. the annual report submitted for merit increases, and the primary subcommittee report (for Assistant and Associate)
PROCEDURES

Review process developed by each head for all Dept or School faculty:

A description of the process will be approved by the dean of the college/school and shared with the faculty.

Best practices may include comparisons to typical Dept/School/College expectations, assessment of progress toward goals, identification of professional development activities for the upcoming year(s).
Current status:

Standard has been conveyed to all heads and deans and will be posted on the policies web site, effective 1 April 2017.

However, heads who are not already carrying out these reviews will not be required to do so until next spring (2018).