Highlights of the EDC’s accomplishments during its second year as a University’s Senate Standing Committee:

1. In August 2015, several members of the Equity and Diversity Committee (E&DC) met with Provost Dutta to discuss the administrative decision to eliminate the position for VP-Diversity and Inclusion.


3. On the request of a Department Chair, the E&DC asked the Senate Students’ Affairs Committee to look into whether there was policy to handle graduate students’ extended sick leave of absence. It was found that undergraduate students have some protection, but graduate students with a TAship or RAship are more vulnerable. Mark Smith, as Dean of the Graduate School and Ex-Officio Member of the E&DC, will look into creating a fund to allow graduate students needing an extended sick leave to have assurance of continued fellowship funding on their return to campus.

4. The E&DC sought to learn more about opportunities for financial support available for underrepresented students and to explore ways that these opportunities could be improved. To this end, the E&DC:
   a. Invited David Lasater, Associate VP for Advancement from Purdue Research Foundation (PRF), DJ Layton, PRF and Karen McCullough, PRF, to make a presentation to committee members.
   b. Mark Smith and Alberto Rodriguez met with VP, Pamela Horne, Admissions, Financial Aid and Enrollment Management and others to learn more about how decision for scholarships are determined and how URM students are considered.
   c. The Committee learned that Purdue continues to provide a great deal less financial support to URM students than other big ten universities,
and the bottom line is to press the central administration for more funds to be allocated for recruitment and retention of URM students.

5. Statement of unity of solidarity: Given the nationwide and local student demonstrations against institutionalized racism. The E&DC successfully introduce a resolution that included a strong statement of solidarity with the student protesters. After a heated discussion, the resolution was passed with overwhelming majority [See Senate Document 15-5, Nov 16, 2015].

6. Ad Hoc Committee on Freedom of Expression: This committee was created to prepare a resolution in response to the Board of Trustees’ Freedom of Expression statement. After much deliberation, the E&DC introduced a resolution in the Senate that was passed. See Senate Document 15-11, March, 2016.

7. Ad Hoc Committee on Recruitment and Retention: This committee reviewed the university’s *Affirmative Action Report: Gender, Race and Ethnicity* (2014-2015). The goal was to investigate recruitment and retention trends across the university and to provide recommendations for improvement with a focus on long-term structural changes. The E&DC submitted a resolution for its first reading at the April 2016 meeting (See Senate Document 15-20). The E&DC will follow up this resolution at the September 2016 meeting when it will come for a vote of the senate.

8. The E&DC is reviewing the results of the COACHE survey and is exploring ways to address findings related to climate and mistreatment of faculty. Mimi Boudin, an E&DC Member, is also a member of the task force created by the Provost Office to review the COACHE data. The E&DC will continue working on this topic next academic year.

9. Related to item #8 above, the E&DC is also seeking support for a campus wide climate survey to contrast with the 2008 climate survey results. Next year’s E&DC members will continue this work.