

UNIVERSITY SENATE
First Meeting, Monday, 10 September 2007, 2:30 p.m.
Room 302, Stewart Center

AGENDA

1. Call to order Professor George M. Bodner
2. Approval of Minutes of 16 April 2007
3. Acceptance of Agenda
4. [Remarks by the President](#) President France A. Córdova
5. [Report of the Chairperson](#) Professor George M. Bodner
6. [Résumé of Items Under Consideration](#)
by Various Standing Committees For Information
Professor Raymond DeCarlo
7. Question Time
8. [University Senate Document 07-1](#)
University Limits on Clinical/Professional Faculty For Discussion
Professor David J. Williams
9. [University Senate Document 07-2](#)
Proposed Parental Leave Policy For Discussion
Professor David J. Williams
10. [University Senate Document 07-3](#)
Change to the University Senate Bylaws For Discussion
Professor George M. Bodner
11. New Business
12. [Memorial Resolutions](#)
13. Adjournment

UNIVERSITY SENATE

First Meeting, Monday, 10 September 2007, 2:30 p.m.
Room 302, Stewart Center

Present: *President France A. Córdova, George M. Bodner, (Chairperson of the Senate) presiding, Professors Christopher R. Agnew, Jai P. Agrawal, David C. Anderson, Alan M. Beck, James C. Becker, John E. Blendell, Lawrence W. Braile, James E. Braun, Becky Brown, Andrew S. Buckser, Bernd Buldt, Donald D. Buskirk, Christian E. Butzke, Joseph W. Camp Jr. (Secretary of Faculties and Parliamentarian), Natalie J. Carroll, Steve H. Collicott, Martin Curd, Raymond A. DeCarlo, John P. Denton, Shawn S. Donkin, Joseph C. Dorsey, Nancy E. Edwards, Charlotte Erdmann, Scott L. Feld, James P. Greenan, Chong Gu, Steven G. Hallett, Sally A. Hastings, L. Tony Hawkins, Jeffrey D. Holland, Kristine Holtvedt, Gerald C. Hyner, Douglass F. Jacobs, James L. Jenkins, Richard Johnson-Sheehan, Robert J. Joly, Joseph F. Kmec, D. J. Kovenock, Robert A. Kubat, Christine M. Ladisch, Daniel E. Leaird, Morris Levy, Andrew U. Luescher, Scott Mandernack, William D. McInerney, Samuel P. Midkiff, Joseph D. Mikesell, P. Jane Morris (Sergeant at Arms), Rabindra N. Mukerjea, Mary B. Nakhleh, Morgan R. Olsen, Alyssa Panitch, Carolyn C. Perrucci, Robert E. Pruitt, Leigh S. Raymond, Teri Reed-Rhoads, Tom B. Robinson, Alysa C. Rollock, Carolyn Roper, Charles R. Santerre, John A. Sautter, Thomas M. Sellke, Jie Shen, Louis A. Sherman, Robert Skeel, Bernard Y. Tao, Elizabeth J. Taparowsky, Volker K. Thomas, Lefteri H. Tsoukalas, Phillip J. VanFossen, Eric Van Houten, Samuel S. Wagstaff, Whitney Walton, Mara H. Wasburn, Val J. Watts, Herbert L. Weith, Charles W. White, David J. Williams, G. Thomas Wilson, Howard Zelaznik, and William J. Zinsmeister.*

Absent: *Professors Olayiwola Adeola, Howard Adler, Antonio Bobet, Charles A. Bouman, Patrice M. Buzzanell, Stephen R. Byrn, Anindo Chatterjee, Christine L. Corum, Wei K. Cui, Lawrence P. DeBoer, Phillip S. Dunston, Joan R. Fulton, John Grutzner, Ananthanarayan Krishnan, Michael L. Leasure, Victor L. Lechtenberg, Julie R. Mariga, William G. McCartney, James D. McGlothlin, Mark T. Moriarty, Cindy H. Nakatsu, Robert D. Plante, Gintaras V. Reklaitis, J. Paul Robinson, S. Santhanakrishnan, A. Paul Schwab, Glenn Sparks, A. Charlene Sullivan, and Yuehwern Yih.*

Guests: *Steve Abel, Tom Atkinson, Nancy Bulger, Pat George, Dan Howell, Greg Kapp, Tim O'Connor, and Laura Smith.*

1. The meeting was called to order by the chairperson of the senate, Professor George M. Bodner at 2:35 p.m.
2. The minutes of the meeting of 16 April 2007 were approved as distributed.
3. The agenda was presented and Professor Bodner recognized Professor David J. Williams of the Faculty Affairs Committee who made a motion to amend the agenda by postponing item 9, the discussion of the *Proposed Parental Leave Policy*, University Senate document 07-2. His motion was seconded and Professor Williams explained that he wanted the author of the document, Professor David Miller, as well as Mr. Brent Bowditch from Staff Benefits unit of Human Resources present for the discussion to answer any questions from the Senators. After this explanation, the amendment passed by unanimous voice vote. Following passage of the amendment, the amended agenda was accepted by acclamation.

4. President France A. Córdoba presented remarks to the University Senate (See Appendix A). Professor Raymond DeCarlo thanked President Córdoba for her candid comments on the ongoing investigation of the allegations of research misconduct in the Nuclear Engineering Department. Finally, the President spoke briefly about the next Strategic Planning process.
5. Professor Bodner presented the report of the chairperson (see Appendix B).
6. Professor Bodner in lieu of Professor DeCarlo presented, for information, the Résumé of Items under Consideration by Various Standing Committees (see Appendix C). Professor Tao asked about the status of the redlining policy. The Registrar, Robert Kubat, explained that there is a committee that is working on the issue in conjunction with the OnePurdue project's student module.

Professor Bodner invited Professor Natalie Carroll, chair of the Nominating Committee, to give a brief explanation of the duties of the Nominating Committee and a short demonstration of a committee sign-up web link. Professor Carroll also requested that any Senator interested in serving on Senate standing committees or on faculty committees should let her know of their interests directly or by using the sign-up feature. The URL for the sign-up feature is: https://www.ydae.purdue.edu/purdue_senate/

7. No written questions had been received. Professor Morris Levy was recognized by the chair and he rose to explain how his committee had begun discussing the upcoming strategic planning process. To that end, he suggested that it would help if there was a common template for the Senate committees and other groups to follow as they started the process. President Córdoba agreed with Professor Levy and suggested that Professor Bodner help coordinate a meeting of the standing committee chairs to create such a template.
8. Professor Williams presented, for discussion, University Senate Document 07-1, *University Limits on Clinical/Professional Faculty*. Professor Williams provided the rationale for changing the limits for these faculty categories. These changes will allow those departments and schools that rely heavily on clinical/professional faculty to meet their needs. At the same time, the limits will maintain Purdue University's identity and culture that focus on learning, discovery, and engagement. Professor Alan Beck offered a friendly amendment to the document that would allow exceptions to the proposed 15% upper limit for those departments or schools that have operating clinics. For these units, the upper limit would be 50%. A lengthy discussion followed with questions and answers centering on the wording of the proposed changes including the friendly amendment. In particular, the term "generally" raised concerns among the Senators. Other concerns were the impact of the change in limits on regional campuses and whether any departments are approaching the proposed 50% limit. It was noted that the department of Speech, Language, and Hearing Sciences is currently close to the proposed 50% limit and has received an exemption to the existing limit from the previous Provost. Several additional suggestions were made to change the wording of the document, but no consensus was reached during the discussion. The Senators agreed that Professor Williams should take the several suggestions and work on rewording the document based on the suggestions. The reworded document will be brought to the Senate for action at the 15 October 2007 meeting.

9. Professor Bodner presented, for discussion, University Senate Document 07-3, *Change to the University Senate Bylaws*, Professor Bodner discussed his reasons for making changes to the Senate Bylaws. It has been his experience in many years working in and with the Senate that it would help to have the chairs of the policy-making standing committees as regular members of the Steering Committee. There have been many times when the presence of a particular committee chair would have helped answer questions about a document that was going to be added to the agenda of a Senate meeting. Professor Carroll asked about changing the make-up of the Advisory Committee because the chairs of the standing committees are currently members of that committee. Professor Bodner replied that could be done in the future, but at this time he wanted to focus on the Steering Committee.
10. Two memorial resolutions had been received since the last Senate meeting. These were for Professor Richard Kohls, Professor Emeritus Agricultural Economics and Professor Russell Kennedy Stivers, Professor Emeritus Professor Emeritus of Agronomy. At the chair's invitation the senators rose and remained standing for a period of silence out of respect for their departed colleagues. The resolutions are attached to these minutes and copies will be sent to the next of kin.
11. The meeting adjourned at 3:40 p.m.

REMARKS BY PRESIDENT FRANCE A. CORDOVA

Good afternoon. Thank you for this opportunity to speak with you. My husband Chris Foster and I enjoyed meeting many of you at a reception last month. I am looking forward to working closely with you as we formulate plans for our university and move forward.

Thank you all for the work you are doing with the University Senate. This is very important work, and I know you rarely get the thanks you deserve for all that you do. I am new to Purdue. But I am not new to the issues that come before a University Senate, and I appreciate your commitment to shared governance. I've had an excellent relationship with the Senates of two UC campuses at Santa Barbara and Riverside, and I'm looking forward to a great relationship with you.

This Senate has excellent leadership in Chair George Bodner, Vice-Chair Raymond DeCarlo and Secretary of the Faculties Joe Camp. I know this is going to be an exciting and productive year.

My first official action as president of Purdue was to name Vic Lechtenberg as interim provost. Since I was new on campus, I did this after my own personal interviews as well as consultation with other people. Vic has tremendous support at Purdue and a great deal of respect, and I think he is doing a wonderful job.

Our former provost, Sally Mason, is now president of the University of Iowa, and the initiatives she launched such as the diversity Mosaic and much more are continuing under Vic's leadership. Sally was a great provost at Purdue, and I know great things will happen at Iowa under her leadership.

I will be naming a committee to begin a national search for a new provost and a new vice president for research. Meanwhile, Vic has now named a search committee for a new dean for our College of Education. Congratulations to Education Dean George Hynd, who has been named senior vice provost for education and innovation and dean of the Mary Lou Fulton College of Education at Arizona State University. He also will be a Foundation Professor. His new duties begin January 1.

As I mentioned in my remarks last month at the University Senate reception, you have accomplished a great deal at Purdue, building this into one of the great universities in the world. Progress has been particularly rapid the past seven years under the leadership of Martin Jischke.

The Strategic Plans approved shortly after Martin arrived have run their course, and it is now time for new Plans. This is what our Board of Trustees expects from us. Our new Strategic Plans will be drafted with wide input from throughout the campus and our state. The thoughts of our faculty are especially important.

Before we begin the planning process, I have launched my own listening and learning plan. I have been very busy. I have met and held meetings with many Purdue West Lafayette students, faculty and staff. I have met with alumni. I have visited Purdue's regional campuses and met with faculty, staff, students, administrators and community leaders there.

I have met with the governor and lieutenant governor along with members of the General Assembly. I have met with the Indiana Commission for Higher Education. I have met with the presidents of Indiana University, Valparaiso University and Ivy Tech Community College.

I believe this is an exciting time for Purdue. I want us to build on the themes of the previous plan -- learning, discovery, and engagement, yet identify and prioritize new initiatives as well. I'd like to see new initiatives that position us nationally and globally as an agent of transformation among universities.

We should put a spotlight on student success, including enhancing student activities and recreation facilities, offering more opportunities for research and global experiences, and raising more scholarships to attract the best, brightest, and most needy students to Purdue. We need to work together as a multi-campus system so that access and success, including earning a diploma, are insured for all our students. We can leverage our strengths in science and engineering to bring in more women and minorities into these careers, thus responding to a national need for workforce development to retain global competitiveness.

We need to continue to expand the research portfolio to impact the economy of Indiana, including retention of our brain trust. This will require new partnerships on a scale infrequently realized in the past.

We must continue our efforts in diversity, finding multiple ways to give it more clarity of purpose and enhancing the campus climate for diversity. We need to give more attention to communicating what we are as an institution.

I would like to see stronger links between our colleges, especially the Liberal Arts with engineering and science. I have an undergraduate degree in English, have practiced in the social sciences, and have a graduate degree in astrophysics, and I understand the importance of making new and innovative connections across the disciplines.

We should work together to enhance the physical presence of the campus, which presently has both spectacular and 'shabby' spaces. We need to incorporate an environmental and energy conservation awareness as we move forward with new investments in capital and infrastructure.

We need to prioritize what is most important in enhancing the quality of life of our faculty and staff, from family-friendly policies to childcare to a coherent approach to setting staff salaries.

To fund all of this, we will need to find ways to expand our resource base -- a lot!

I want to work very closely with the faculty and with this Senate to identify and articulate well our aspirations, cost and prioritize them, and benchmark our progress moving forward.

Thank you all for the wonderful welcome Chris and I have received at Purdue. Thank you for your continual striving for excellence, which makes this university an international standout. With your talent and commitment, we are only going to get better.

Finally, I want you to know that this afternoon we are releasing a statement concerning allegations of research misconduct at Purdue. This is an issue that continues to be a great concern to all of us. This has cast Purdue in a negative light and I feel we must respond publicly, but within our own policy guidelines and those of the Office of Naval Research.

This afternoon we are releasing a statement saying a Purdue committee formed to inquire into allegations of research misconduct against a Purdue professor of nuclear engineering has determined that several matters merit further investigation.

Purdue initiated the review at the direction of Office of Naval Research, which is one of the sponsors of the faculty member's research. The Purdue committee considered allegations received from numerous sources since March of this year.

The review has been diligent and wide-ranging. The Office of Naval Research Inspector General has received a report of the committee's work and is studying it. The Office of Naval Research has instructed Purdue that it may not comment further at this time. The Office of Naval Research rules and Purdue policy on research integrity require that the university continue to maintain confidentiality during the next stage of the process.

The inquiry committee is the first step in Purdue's process for handling allegations of research misconduct. The committee's recommendation means that, after the Office of Naval Research indicates it is satisfied with the inquiry report, Purdue will appoint an investigation committee. The Office of Naval Research Inspector General will determine the deadline for the investigation committee to complete its work.

I cannot comment beyond what is in this statement. I understand your concerns about this issue and I will keep you informed as I can.

Thank you.

REPORT TO THE UNIVERSITY SENATE - PROFESSOR GEORGE M. BODNER

Good afternoon and welcome to the first meeting of the University Senate for the 2007-2008 academic year. I took over as chair of the Senate on the 1st of June and want to officially go on record as noting that I miss Bernie Tao.

As you may have noticed from the agenda before you, the fall semester is likely to be a busy one for the Senate as we address several issues carried forward from last year's standing committees as well as begin consideration of issues that have recently been forwarded to this year's standing committees. I expect that another factor that will contribute to making this an interesting year for the Senate is the true commitment to shared faculty governance that President France Córdoba has demonstrated in the brief time she has been on campus.

I will focus today's comments on the three regularly scheduled meetings of the Board of Trustees and the one special meeting of that organization held since Bernie Tao last had an opportunity to report to you. The results of the special meeting on 7 May 2007 are known to us all. The purpose of that meeting was the election of the eleventh president of Purdue University. It took a total of 12 minutes for the ten members of the Board to unanimously elect President Córdoba; the celebration of that action then lasted for quite some time.

A considerable amount of time at the April 2007 meeting of the Board was devoted to a discussion of governance reports on diversity and physical facilities. Both of these reports can be found on the Senate website by clicking on the "Board of Trustees" button, the "public minutes and documents" button, and finally the "stated meeting" button. I found the contents of both reports to be very informative. Of special interest to many of us was the action taken to name Professor Kwei Tan as the Allison and Nancy Schleicher Chair of Management, Professor W. Nicholas Delgass as the Maxine Spencer Nichols Professor of Chemical Engineering, Professor Ian Shipsey as the Julian Schwinger Distinguished Professor of Physics, and Professor Clint Chapple as a distinguished professor of biochemistry.

At their May 2007 meeting, the Board of Trustees unanimously voted to ratify the appointments of Professor Timothy S. Zweir as the Melvin G. Mellon Distinguished Professor Chemistry, Professor Stephen G. Green as the Distinguished Professor of Management, and Professor Katherine Banks as the Bowen Engineering Head of Civil Engineering. The Board also approved a new statement of the university's policy on intellectual property that had last been revised in 2000.

At their July 2007 meeting, the Board passed a resolution naming the child care facility being built at the intersection of Nimitz and Marshall Drives as the Patty Jischke Early Care and Education Center and renamed the Biomedical Engineering Building as the Martin C. Jischke Hall of Biomedical Engineering. At this meeting, the Board formally appointed Dr. William McCartney to serve as Vice President for Information Technology/CIO, appointed Professor Mark Bagnoli to the Olson Chair in Management, and named Dr. Gebisa Ejeta as a Distinguished Professor of Agronomy. It is also a pleasure to note that they approved the unanimous recommendation from the Department of Physics that Dr. France Córdoba be accorded the rank of full professor of physics at Purdue. The full text of PowerPoint presentations summarizing the Campaign for Purdue and the annual report on intercollegiate athletics can be found on the Board of Trustees website. It should be noted that the athletics

program is making progress toward the stated goal of becoming a member of the “25/75 Club,” an elite class of intercollegiate athletics departments that graduate 75% of their student athletes and finish in the top 25 of the overall National Association of Collegiate Directors of Athletics Director’s Cup standings. Achieving this status would place Purdue in the top ten of the nearly 300 Division 1 schools. Last year, Purdue’s Director’s Cup finish was 35th and the four-year average graduation rate was 70%, placing us as 15th out of the nearly 300 Division 1 schools.

Respectfully submitted,

George Bodner
Chair, University Senate

TO: University Senate
FROM: Ray DeCarlo, Chairperson, Steering Committee
SUBJECT: Résumé de Items under Consideration by the Various Standing Committees

STEERING COMMITTEE

Raymond A. DeCarlo, Chairperson
decarlo@purdue.edu

The primary responsibility of the Steering Committee is the organization and distribution of the agenda for each meeting of the University Senate. This committee also receives communications from any faculty member or group of members and directs such communications to appropriate committees or officers for attention.

ADVISORY COMMITTEE

George M. Bodner, Chairperson of the Senate
gmbodner@purdue.edu

The responsibility of the University Senate Advisory Committee is to advise the President and/or Board of Trustees on any matter of concern to the faculty.

NOMINATING COMMITTEE

Natalie J. Carroll, Chairperson
ncarroll@purdue.edu

The Nominating Committee is responsible for presenting nominations for the University Senate and University committees. In filling committee vacancies the Nominating Committee seeks to have all interested Senators serve on at least one committee.

EDUCATIONAL POLICY COMMITTEE

James D. McGlothlin, Chairperson
jdm3@purdue.edu

1. Evening exams
2. Implementation of Redlining Policy
3. Student Attendance/Absence Policy
4. Faculty Control over University Curriculum
5. Teaching Evaluation

FACULTY AFFAIRS COMMITTEE

David J. Williams, Chairperson
djw@purdue.edu

1. *Report on the 2006 Purdue Faculty Survey: An Assessment of Faculty Opinions about Purdue University*
2. Proposed 2008 University Dental Plan
3. Faculty Classroom Rights

STUDENT AFFAIRS COMMITTEE

Lee Weith, Chairperson
weith@purdue.edu

1. Review of the Student Bill of Rights
2. Follow-up concerning the Student Conduct Code
3. Follow-up with Student Services Office concerning disciplinary process

UNIVERSITY RESOURCES POLICY COMMITTEE

Morris Levy, Chairperson
levy0@purdue.edu

1. Faculty input into the budgetary process: enhancing excellence in research and graduate education
2. Review of campus energy sufficiency and other Physical Facilities operations
3. Review of Faculty Committees

Chair of the Senate, George M. Bodner, gmbodner@purdue.edu
Vice Chair of the Senate, Raymond A. DeCarlo, decarlo@purdue.edu
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu
University Senate Minutes; <http://www.purdue.edu/usenate>

CALENDAR OF STATUS OF LEGISLATION
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<i>SENATE DOCUMENT</i>	<i>TITLE</i>	<i>ORIGIN</i>	<i>SENATE</i>
07-1	University Limits on Clinical/Professional Faculty	Faculty Affairs Committee	For Action 10/15/07
07-2	Proposed Parental Leave Policy	Faculty Affairs Committee	For Discussion 10/15/07
07-3	Change to the University Senate Bylaws	Professor and Chair, George M. Bodner	For Action 10/15/07

***Approved**

To: The University Senate
From: Faculty Affairs Committee, David J. Williams, Chair
Subject: University Limits on Clinical/Professional Faculty
Reference: Senate Doc 93-10
Disposition: University Senate for Discussion

The Faculty Affairs Committee (FAC) recommends the following modifications to University Senate Document 93-10 Establishment of Clinical/Professional Faculty.

Proposed Change

CURRENT

CLINICAL/PROFESSIONAL
FACULTY APPOINTMENTS

E. Not more than **5%** of the total University faculty nor more than **15%** of the faculty of a department (or of a school in the cases of the Schools of Engineering, of the School of Nursing, and of the School of Health Sciences) may consist of clinical/professional faculty. For the purposes of establishing a clinical/professional faculty, the academic faculty of the Libraries shall be considered to constitute a department.

PROPOSED

CLINICAL/PROFESSIONAL
FACULTY APPOINTMENTS

E. Not more than **10%** of the total University faculty nor **generally** more than **15%** of the faculty of a department or school (***with exceptions being those units which have operating clinics, i.e. Speech, Language and Hearing Sciences; Nursing; Pharmacy Practice; and Veterinary Medicine***) may consist of clinical/professional faculty. For the purposes of establishing a clinical/professional faculty, the academic faculty of the Libraries shall be considered to constitute a department.

Approving:

A. Beck
S. Bolton
V. Killion
M. Morgan
C. Nakatsu
A. Rollock
V. Thomas
Y. Yih
D. Jacobs
S. Mason

Absent:

D. Buskirk
N. Harter
C. Roper
V. Watts
D. Williams

To: The University Senate
From: Faculty Affairs Committee, David J. Williams, Chair
Subject: Proposed Parental Leave Policy
Reference: Proposal to Implement a Paid Parental Leave Policy at Purdue University by the Faculty and Compensation Benefits subcommittee dated April 4, 2007.
Disposition: University Senate for Discussion

The Faculty Affairs Committee (FAC) unanimously supports the following recommendations from the Faculty Compensation and Benefits Committee.

Recommendation

- The Faculty Compensation and Benefits Committee requests that Purdue University be proactive in developing and implementing a full range of family-friendly policies.
- Furthermore, the Faculty Compensation and Benefits Committee recommends unanimously that Purdue University consider instituting a paid parental leave policy that does not require the use of sick time and which covers both parents in the cases of pregnancy, childbirth and adoption.

Rationale

Institutions that create a work culture that allows faculty and staff to balance the demands of the workplace with the demands of personal or family life is becoming increasingly important. As the younger workforce continues to change, flexibility and family friendly workforce policies are essential and have special implications for those in the tenure system. Such policies are critical for Purdue if it is to

- continue the path to preeminence,
- achieve the goals of diversity,
- maintain competitiveness in the hiring of the brightest and the best.

Background

As part of our continuing evaluation of compensation and benefits we solicit input from all staff categories at Purdue and in addition we make comparisons with the benefits offered at our peer institutions, particularly those institutions geographically close to Purdue University. It is clear from our evaluation that the current Purdue policies need to be changed to be more family friendly and to be competitive with our peer institutions. Other universities have implemented more flexible work policies. One example is paid parental leave. Increasingly, our peers are moving towards non-discretionary paid parental leave for both parents for the birth or adoption of a child, decreased workload for a semester, and a stoppage of the tenure clock. As part of our evaluation we have compiled data from various institutions and other sources. Attached to this memorandum are:

- a survey on faculty maternity and parental leave for CIC Universities (Committee on Institutional Cooperation, Big 10 plus Chicago),
- a survey of peer group institutions,
- an excellent publication entitled “Designing and Implementing Family-Friendly Policies in Higher Education” – an effort from the University of Michigan’s Center for the Education of Women.

Other family friendly issues

There are many other issues apart from paid parental leave that come in the general category of family friendly policies. For example,

- teaching relief for faculty members and
- other circumstances such as family member illness.

These issues need to be examined and policies developed which are fair and take into account the differences among employee classifications. As an example, policies with respect to relief from teaching or other accommodations seem to be at the discretion of department heads and can either be family friendly e.g. light or no teaching for a period, to very onerous e.g. double teaching whilst pregnant.

We have certainly not identified all issues, some of which could be quite complicated.

Proposed course of action

We understand changes in policy need to be determined and implemented by the higher administration after suitable discussions and we suggest the following actions.

- That a procedure be defined by which issues related to improving the family friendly environment be identified and addressed and that policies be implemented based on detailed thoughtful recommendations.
- In particular, the feasibility of a paid parental leave policy similar to those at our peer institutions that does not require the use of sick time be considered as a stand-alone single policy change. The exact policy needs to be defined but 6 weeks paid leave is common, with the University of Michigan having the most generous policy.

The complete 42-page FCBC pdf document can be accessed at the Senate web site at the following link:

<http://www2.itap.purdue.edu/faculty/documents/searchResults.cfm?cat=Document&com=Faculty%20Affairs>

Click on the April 04, 2007 link and the pdf will come up.

Approving:

A. Beck
S. Bolton
D. Buskirk
V. Killion
M. Morgan
C. Nakatsu
A. Rollock
V. Thomas
Y. Yih
D. Jacobs
S. Mason
V. Watts
D. Williams

Absent:

N. Harter
C. Roper

To: The University Senate
From: Professor George M. Bodner
Subject: Change to the University Senate Bylaws
References: University Senate Bylaws; University Senate Document 90-15
Disposition: University Senate for Discussion

The primary duty and responsibility of the Steering Committee is to propose the agenda for each session of the senate. Another important function of the Steering Committee is to refer proposals received from individual members of the faculty to the appropriate standing committee. Carrying out both of these duties and responsibilities would be significantly facilitated by involving the chairperson of the Student Affairs, Faculty Affairs, Educational Policy and University Resources Policy Committees in meetings of the Steering Committee.

Proposed Change

Present

5.10 The Steering Committee

The Steering Committee shall consist of twelve members: the President of the University, the chairperson of the senate, the vice chairperson of the senate, the secretary of the senate who shall serve without vote, and eight additional senators.

Proposed

5.10 The Steering Committee

The Steering Committee shall consist of twelve members: the President of the University, the chairperson of the senate, the vice chairperson of the senate, the secretary of the senate (who shall serve without vote), four additional senators and the chairperson of the Student Affairs, Faculty Affairs, Educational Policy and University Resources Policy Committees.

Memorial Resolution
For
Richard L. Kohls
Professor Emeritus of Agricultural Economics
Dean Emeritus of Agriculture
April 21, 1921 – May 28, 2006

Richard L Kohls, having served Purdue University in a number of capacities for 38 years, died on Sunday, May 28, 2006, at Westminster Healthcare in West Lafayette at the age of 85.

He was born April 19, 1921 in Kentland, Indiana. A graduate of A.J. Kent High School, he received his B.S. degree, with distinction, from Purdue in December, 1942. He entered the U. S. Army in January 1943, and was commissioned Second Lieutenant in April 1943. He served from 1943 to 1946 on military intelligence assignments in the Pacific Theater attaining the rank of Captain. He resumed his education, completing his M.A. at the University of Missouri in 1947. He returned to Purdue in 1948 and completed his Ph.D. in 1950.

Kohls began an outstanding teaching career as instructor in Agricultural Economics at the University of Missouri. He served as instructor at Purdue during his Ph.D. studies, and joined the Purdue Agricultural Economics faculty as assistant professor in 1950. Throughout his career it was clear that Kohls believed teaching to be his and Purdue's highest calling. His courses, Agricultural Marketing and Macro Economics, were taken by most of the students in Agriculture. His book, *Marketing of Agricultural Products*, (later co-authored with David Downey and Joseph Uhl) has been a leading undergraduate marketing text since 1954. During 1964 he served as Visiting Professor of Economics at the University of Exeter in England. He also taught summer graduate courses at Northwestern University.

He was honored as Outstanding Undergraduate Teacher in the School of Agriculture and as an Outstanding Teacher by the American Agricultural Economics Association. In 1984 he received the F. L. Hovde Award of Excellence in educational service to the rural people of Indiana. He is included in the first edition of the Purdue Book of Great Teachers. In 1967 he received the Amoco Outstanding Undergraduate Teaching Award. He was named A Brother of the Century by Alpha Gamma Rho in 2004. He was among the first group to be inducted into the Purdue ROTC Hall of Fame.

His research interests included consumer behavior, farmer shopping behavior, market organization, and retailing. He published in *Journal of Marketing*, *Journal of Farm Economics*, *Journal of the International Association of Farm Economics*, as well as University publications.

Kohls served as Assistant Head of Agricultural Economics, Assistant Vice President for Academic Affairs and from 1968 through 1980 as Dean of Agriculture. In 1981 he returned to the Department of Agricultural Economics as Hovde Distinguished Service Professor of Agricultural Economics, serving in that role until his retirement in 1986.

During his years as dean he traveled tirelessly throughout the state. Both on and off the campus he was known and respected for his candor and forthrightness. He took a direct and personal

interest in staff members. He made a practice of popping up unannounced in their labs, classrooms, and Extension meetings better to know them and their work.

As Professor Emeritus, Kohls continued to serve the University and Indiana. For years he wrote a weekly economic analysis column carried by newspapers throughout the state.

He was active in community service including the Lafayette Symphony Board, West Lafayette Library Board and Foundation, Lafayette Rotary Club, American Legion, Purdue Ag Alumni, 4H Foundation, Tippecanoe County Historical Association, and many other university, city, and state interests.

Kohls enjoyed music, playing organ and piano for his and his family's enjoyment. He performed as a member of the Purdue Glee Club and Concert Choir as a student. He was also active in the Purdue Playshop and WBAA Radio. Other activities included Alpha Zeta, Ceres, Gamma Sigma Delta, Sigma Xi, and Theta Alpha Phi.

He was a member of the Federated Church of West Lafayette. There he was active on many boards and committees, taught Sunday school, and served as president of the congregation.

He is survived by his wife of 63 years, Irene (nee Shuster), and two children, Michael E. Kohls of Shenandoah, Virginia, and Kathryn Ann Haas (husband; Mark) of Veedersburg, Indiana. Also surviving are five grandchildren and one great-grandchild.

Lee Schrader

Memorial Resolution
for
Russell Kennedy Stivers
Professor Emeritus of Agronomy
1917-2007

Russell K. Stivers died March 4, 2007. He was born near Wenona, IL May 7, 1917. He earned a B.S. from the University of Illinois in 1939, taught Vocational Agriculture in West Virginia for two years before serving in the US Army for five years in WWII in both the European and Pacific Theatres of action. Russ remembered that his BS education was financed by “Illinois Farmers Institute Scholarship, working at a restaurant, National Youth Administration jobs, firing furnaces, scrubbing floors, etc.” Russ took advantage of the G.I. Bill to come to Purdue after the war where he earned his M.S. in 1948 and Ph.D. in 1950 under A.J. Ohlrogge. He was an Agronomist at Virginia Polytechnic Institute from 1950 to 1955 when he returned to Purdue University and served on the faculty for 32 years, retiring in 1987.

While at Purdue, Dr. Stivers was active in soil fertility and cropping system research and extension. He led the Southwest Indiana Wheat Improvement research program sponsored by Igleheart Mills in 1957-58. At two times in his career he directed the Purdue University Soil and Plant Analysis Laboratory. For more than twenty years he was in charge of handling the allotment of seed variety releases to certified seed growers in Indiana. In the later years of his career he devoted his efforts to gathering, summarizing and disseminating data on soil, weather and management factors in determining crop yields. Some of his classic work on effects of nutrients, and especially the interaction of N and P is still used in undergraduate instruction. He published over 30 articles in scientific journals, was a member of several scientific societies, was a Fellow of the Indiana Academy of Science and received the Indiana Crop Improvement Association Crops and Soils Merit Award in 1984. In the award recognition it was stated that “His achievements have richly benefited both farmers and the seed industry.”

Russ was an elder in the First Christian Church and contributed generously to local community activities. He married Martha Jean Craig in 1947 and they have three daughters, Barbara Jean, Nancy, and Mary Jane. They celebrated their 58th wedding anniversary in Charlottesville, VA where they lived since retirement to be near their daughter, Nancy Arlen.

William W. McFee