

UNIVERSITY SENATE REPORT

**Prepared by Deborah L. Nichols, Ph.D.
University Senate Chair
for
Board of Trustees Meeting
2 October 2020**

Overview & Agenda

- Senate Resolution 20-09 in Support of the BoT Equity Task Force
- Well-Being and Mental Health
- Employee Concerns

Senate Resolution 20-09: Commitment to Maintaining an Inclusive Community

To: The University Senate
From: Equity and Diversity Committee
Subject: Commitment to Maintaining an Inclusive Community
Reference: [University Policy III.C.2](#)
Disposition: University Senate for Discussion and Adoption

Rationale: Purdue University is committed to maintaining an inclusive community that recognizes and values the inherent dignity of every person; fosters tolerance, sensitivity and mutual respect among its members; and encourages individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, Purdue University supports and nurtures its diversity. The University believes that among its many members strengthens the institution's creativity, promotes the exchange of ideas and enriches the learning experience.

Purdue University views, evaluates, and treats all people in university-related activity or circumstance in which they are involved solely as individuals on the basis of their own abilities, qualifications, and other relevant characteristics.

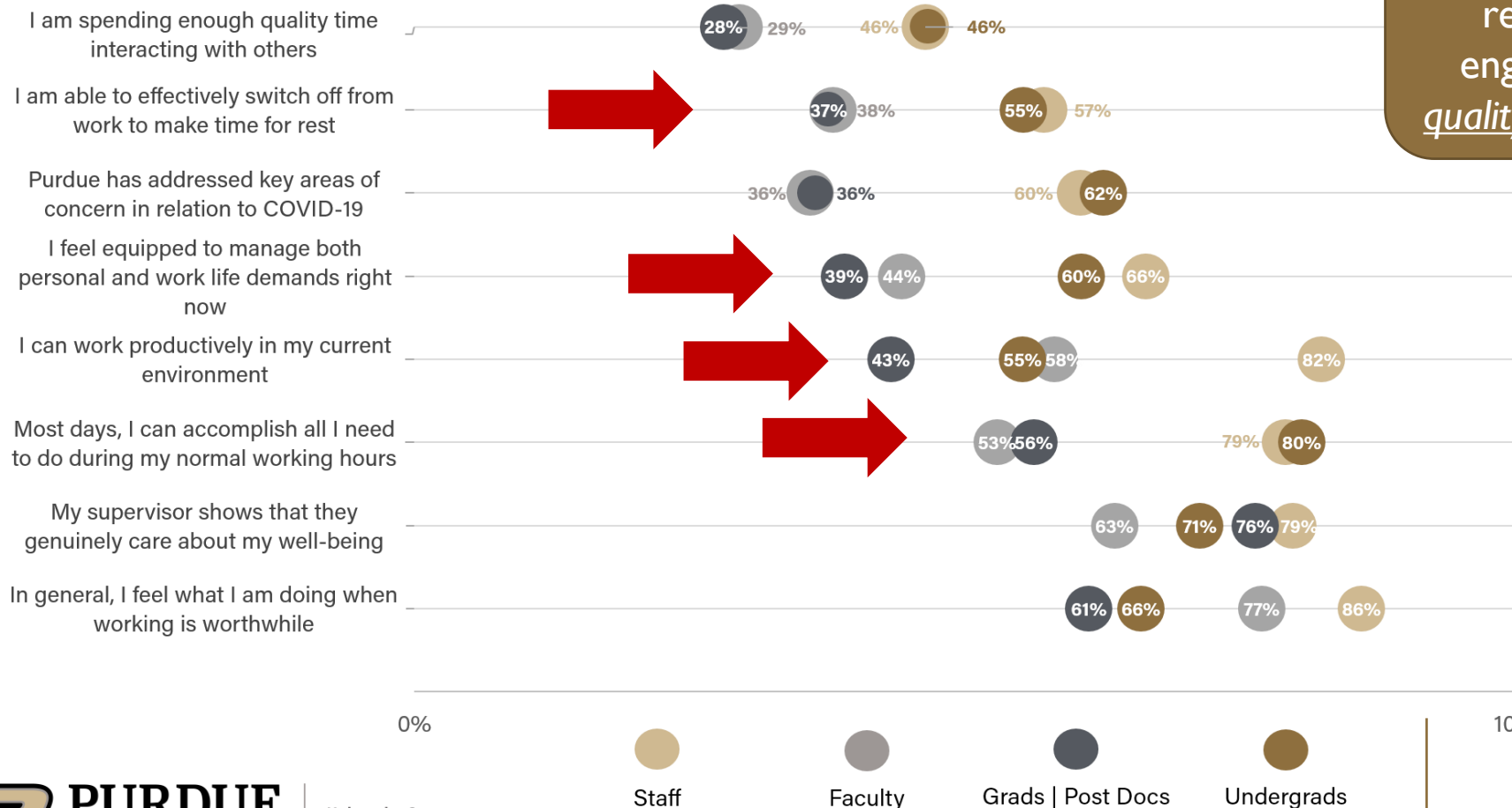
Purdue University does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity, or gender expression. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities and educational programs, services and activities. The principal objective of this policy is to provide fair and consistent treatment for all students and employees of the University. Purdue is committed to increasing the recruitment, selection and promotion of faculty and staff at the University who are racial or ethnic minorities, women, persons with disabilities and veterans. The University also is committed to policies and programs that increase the diversity of the student body.

Proposal:

Purdue University shall actively uphold the values recorded in University Policy III.C.2 through vocal and visible promotion of inclusivity for all Black Boilermakers and other members of our campus community who are Black, Indigenous, and People of Color; and through vocal and visible condemnation of threats that endanger the maintenance of an inclusive community.

Well-Being and Mental Health

Faculty and Graduate Students Showing Signs of Burnout



61%
report they are NOT
engaging in enough high-quality interactions with others

Employee Concerns

Multiple Concerns Regarding Insurance, Medical Bills, and Finances

- Medical Bills and Insurance Worries, Especially for Staff

Significantly greater concern about **medical bills** was reported by Fire | Police | Skilled Trade staff (41%) followed by Administrative & Operational Support (31%), Professional (27%), and Executive & Management staff (20%).

Fire | Police | Skilled Trade staff (43%) reported more concern over **insurance** versus Administrative & Operational Support (33%), Professional (27%), and Executive & Management staff (21%).

Continue to Receive Comments/Concerns via Senate Web Form particularly given changes to medical benefits

- Financial Concerns, Especially for Staff and Grad Students

52% of Fire | Police | Skilled Trade are more concerned than they were in early July

40% of Administrative & Operational Staff and 41% of Professional Staff are more concerned than they were in early July

46% of Grad Students are more concerned than they were in early July

THANK YOU

deborahnichols@purdue.edu

765.602.6388