

Second Meeting, Monday, 17 October 2022, 2:30 p.m.
Zoom Meeting

AGENDA

1. Call to order Professor Colleen Brady
2. Statement of Land Use Acknowledgement Professor Colleen Brady
3. Approval of [Minutes of 12 September 2022](#)
4. Acceptance of Agenda
5. Remarks of the President President Mitchell E. Daniels, Jr.
6. [Question Time](#)
7. Memorial Resolutions
8. Equity Task Force Update For Information
Vice Provost for Diversity and
Inclusion, Dr. John Gates
9. Report of the Athletic Affairs Committee For Information
Professor Kathy Abrahamson
10. [Résumé of Items Under Consideration by Various Committees](#) For Information
Professor Shannon McMullin
11. Consent Calendar: For Action
Professor Robert Nowack
 - a. Senate Document 22-06 Nominee for the Educational Policy Committee
 - b. Senate Document 22-07 Nominee for the Steering Committee

12. Senate Document 22-08 Addressing the negative impact of Indiana Senate Bill 1 on Purdue students, staff, and faculty

For Discussion
Professor Alice Pawley

13. Remarks of the Senate Chair

Professor Colleen Brady

14. New Business

15. Adjournment

Second Meeting
Monday, 17 October 2022, 2:30 p.m.

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Present: *Manushag N. Powell (Secretary of Faculties and Parliamentarian), President Mitchell E. Daniels Jr., Colleen Brady (Chair of the Senate), Brian Leung (Vice-Chair of the Senate), Jay T. Akridge, Dulcy Abraham, Kathleen Abrahamson, Burton (Lee) Artz, Saurabh Bagchi, Stephen Beaudoin, Ashley Bellet, Ximena Bernal, Françoise Brosseau-Lapr , Thomas Brush, Michael Champion, Yingjie (Victor) Chen, Min Chen, Laura Claxton, Todor Cooklev, Chittaranjan Das, Brian Dilkes, Jennifer Freeman, Geraldine Friedman, Keith Gehres, James Greenan, Laurie Hitze, Lori Hoagland, Stephen Hooser, Katie Jarriel, Andrew Jensen, Hyunyoung (Young) Jeong, Nastasha Johnson, Lowell Kane, Alexander Kildishev, Yuan Kim, Cara Kinnally, Neil Knobloch, David Koltick, Carl Krieger, Eric Kvam, Jenn Linvill, Damon Lisch, Angeline Lyon, Oana Malis, Rose Mason, Richard Mattes, Lisa Mauer, Beth McCuskey, Shannon McMullen, Terrence Meyer, Abdelfattah Nour, Robert Nowack, Jan Olek, Erik Ot rola-Castillo, Alice Pawley, Li Qiao, Julio Ramirez, Brian Richert, Jenna Rickus, Gustavo Rodriguez-Rivera, Alysa Rollock, Chris Ruhl, Ant nio S  Barreto, James Sadler, Dennis Savaiano, Steven Scott, Katherine Sermersheim, Alexander Seto, John Sheffield, Thomas Siegmund, Michael Smith, Qifan Song, Susan South, John Springer, Kevin Stainback, Dengfeng Sun, Rusi Taleyarkhan, Anish Vanaik, Tony Vyn, Eric Waltenburg, Jeffrey Watt, Ann Weil, Denise Whitford, Rod Williams, Kipling Williams, Kris Wong Davis, John Yaninek, Yuan Yao, and Se'Andra Johnson (Sergeant-at-Arms)*

Absent: Bradley Alge, Paul Asunda, Heather Beasley, Charles Bouman, Eugene Chan, Michael Cline, Matt Conaway, Patricia Davies, Abigail Engelberth, Daniel Frank, Alan Friedman, Peter Hollenbeck, Erika Birgit Kaufmann, Nan Kong, Andrew Lu Liu, Julie Liu, David Love, John McConnell, Jamie Mohler, Lin Nan, Deborah Nichols, Pete Pascuzzi, Elizabeth Richards, Joseph Robinson, Mark Rochat, David Sanders, Juan Sesmero, Joseph Sobieralski, Howard Sypher, Darci Trader, Dabao Zhang, Mark Zimpfer,

Guests: Jen Conklin (Captioner), John Gates (Vice Provost for Diversity Inclusion and Belonging), Sherry Harbin (Sub for Nan Kong), Ed Howat (Athletic Affairs), Kathryn LaRoche (Assistant Professor Public Health), Tom Mitchell (Athletic Affairs), Abbey Nickel (MarComm), Marcy Towns (Athletic Affairs), and Mario Ventresca (Associate Professor Industrial ENGR).

1. The meeting was called to order at 2:36pm.
2. Chair Colleen Brady read the following Statement of Land Use Acknowledgement, as required by Senate Document 20-55:

The Purdue University Senate acknowledges the traditional homelands of the Indigenous People which Purdue University is built upon. We honor and appreciate the Bod wadmik (Potawatomi), Lenape (Delaware), Myaamia (Miami), and Shawnee People who are the original Indigenous caretakers.

3. The minutes of the 12 September 2022 Senate meeting were entered as read.

4. The agenda was accepted by general consent.
5. President Daniels shared some results of Purdue's report on campus free speech. [\[Appendix A\]](#) The Gallup "free speech on campus" survey of all undergraduate students at Indiana public universities was conducted by the Indiana Commission on Higher Education in compliance with [Indiana House Bill 1549](#) (see Section 53). Neither the Commission nor any other Indiana campuses had shared their information by the date of the Senate meeting. It was speculated that most schools likely had little data to share. Purdue West Lafayette's ca. 11,000 (34%) responses represented 60% of the total responses collected statewide across all seven public universities. Ideological breakdowns by academic units were provided [on the Senate website](#). In general, the vast majority (81%) of Purdue students reported feeling they were free to express themselves on campus and that Purdue values free speech. On all points, Purdue scored higher in these measures than other Indiana Universities. There were also some apparent opportunities for improvement in addressing the perception among some students that liberal views were more welcome in the classroom; in exposing students to scholarly ideas from a diversity of viewpoints; and in teaching students about appropriate ways to respond to speech. President Daniels expressed concern that nearly half of students felt that shouting down speakers or trying to prevent them from speaking was "always" or "sometimes acceptable," and 19% of students indicated that using violence to "stop a speech, protest, or rally" might be acceptable, whereas President Daniels argued the answer should have been "never acceptable." This was addressed in the Fall 2022 Boiler Gold Rush. Potentially the question, which was general, may have been misconstrued, and students may have thought it was asking whether the university could intervene in actions that might endanger others. International students responding to the survey may also have inflected some of the results if they misunderstood the intention of the questions. Faculty who wanted more information on the results or dataset are welcome to inquire with the Office of the President.

Chair Brady asked about how students self-identified on the survey, noting that the self-description "moderate" was not reported on all slides. President Daniels clarified that there were actually five categories ranging from very conservative to very liberal, but for clarity's sake the slides did not show the complete breakdown in every instance, although that data remained available.

6. Answers to pre-submitted questions were published to the [Senate website](#). [\[Appendix B\]](#)
7. A moment of silence was observed for Professor Emeritus of Civil Engineering Jacques W. Delleur, and Professor of Civil Engineering Jon D. Fricker. Their Memorial Resolutions were entered into the minutes for the meeting. [\[Appendix C\]](#)
8. Vice Provost for Diversity and Inclusion Dr. John Gates provided an update on the implementation of the work of the Board of Trustees' Equity Task Force. [\[Appendix D\]](#) The Vice Provost reminded the Senate that following the murder of George Floyd, the Purdue Board of Trustees had initiated a task force to look at the experience of Black Boilermakers. The task force included 150 members from across the entire Purdue

community, and the implementation team began its work eighteen months ago. The BoT created three pillars to work on: Black Boilermaker recruitment, retention, and placement. All three have received attention. The Office of Enrollment Management has been working with early outreach counselors in Indiana high schools and middle schools, and is also conducting workshops on yield activities. This has resulted in a yield increase for Black Boilermakers. There was also significant alignment with the Purdue Black Alumni Association (PBA) to develop “cluster cities” for recruitment. Finally, [Purdue Posse Scholars](#) was launched. There were a significant number of summer activities and meetings to improve yield and accessibility, including interaction with Purdue Polytechnic High School students. Nearly 51% of incoming Black Boilermakers took part in summer programming, earning up to nine credit hours. 33% of Emerging Leader Scholars are Black.

Renee Thomas, formerly Director of the Black Cultural Center, has been named Associate Vice Provost for Diversity, Inclusion, and Belonging. Purdue alumna Dr. Anne Edwards has been named Director of the Black Cultural Center. Professor Candace Croney, also Associate Vice Provost for Diversity, Inclusion, and Belonging, continued working with faculty, staff, and graduate students.

Financial investments were being made to support and sustain programs college-wide that advance the efforts of the Equity Task Force. Announcements about the National PanHellenic Council (NPHC) would be forthcoming shortly; a Plaza near KRACH would be constructed to provide a physical home for Black sororities and fraternities.

Purdue was a leader in production of Black PhDs in several areas, but more gains could be made to increase competitiveness in recruiting and retaining Black doctoral students, and efforts were planned such as reducing awards so as to increase their amounts, and encouraging department visitation opportunities. The Graduate School was working on pipeline development with large-scale programs in STEM, and had hired Dr. David Rollick as Associate Dean for Student Success.

The Office of Human Resources made a number of key Black hires, including Brenda Masiga-Cromwell as the Director of PUSH, Tiffany Grimes as the Deputy Athletics Director, Jermain Owens as Director of Security (PARI), and Djenaba Figueroa as Director of Strategic Diversity Communications. Moreover, the Task Force was celebrating a more than 20% increase in Black and African American tenure-track faculty. The College of Health and Human Sciences was leading the way with their cluster hire in Public Health, Health Equity, and Health Policy. In the current 2022-23 year, 13 targeted searches would continue across the university.

Finally, Dr. Gates described beginning the year with an inaugural “Family Dinner,” a community event designed to bring together Black faculty, staff, and partners from across the university.

Professor Alice Pawley asked what the Task Force was doing to reduce white racism on campus, and whether it was correct that the College of Liberal Arts lines had been allotted to the sociogenomics cluster instead of the African American Studies program.

Dr. Gates responded that the lines had been allocated to the CLA and a search was in the works, but that he did not know the disposition of the search, and so he deferred to Dean Reingold on that question. With respect to reducing racism, he stated that Purdue was a university seeking to hold space for different points of view, and that everyone comes to that space with different perspectives and lived experiences. He said that he personally defined diversity as excellence, expressing itself at the intersections of perspectives and lived experiences. Purdue University believes in the following: honor, integrity, inclusion, growth, innovation. He stated that he and Renee Thomas had been called by fraternities and sororities to meet with their membership more than four times this semester already, to discuss what it means to belong in a shared community. Work was being framed around what it means to belong in a shared community, and helping people navigate what can sometimes be troubled waters.

9. Professor Kathy Abrahamson, Co-Chair of the Athletic Affairs Committee, presented the Committee's annual report. [\[Appendix E\]](#) She provided some background on the history and makeup of the Committee, which she said represents the interests of the entire university community and was composed of a number of stakeholders, including students, alumni, community representatives, and senior administrators, as well as faculty from across the university. Per the report, academic performance among athletes was relatively comparable to across campus overall, albeit slightly lower. Only three teams had a GPA of under 3.0, and several had significantly higher GPAs than this. Purdue's graduation rates were identical to those of other Division One NCAA teams. She also outlined the Committee's goals for the current year.

Chair Brady asked what considerations were weighed in adding new schools to the B1G. For example, was the significant distance between the traditional B1G schools and the new West Coast additions of concern? Athletics Director Mike Bobinski stated that the decision to expand the B1G was made through the Presidents' Council in terms of positioning the league for long-term stability and strength by selecting universities that fit the academic profile and brought traditions of athletic success, which UCLA and USC do. He also stated that from an economic perspective, they would bring a significant television market. While the logistical problem was real, talks were underway to find creative scheduling paths to minimize the impact of geographical realities.

Professor David Koltick asked about athletes and injuries. Director Bobinski stated that there was close collaboration among sports medicine teams and professionals across the B1G to share injury surveillance data and try to identify trends and best practices. Purdue had two full-time physicians whose only patients were student athletes.

Professor Pawley asked why the Men's Tennis team had such a low GPA compared to all other teams. She also asked what the rates of sexual assault were among athletes and staff, and what oversight the Athletic Affairs Committee brought to reduce sexual assault by or among athletes. Director Bobinski said that a new Men's Tennis coach had been hired a few months past precisely for the reason that the program had not been operating in an acceptable way. The new coach, hired from the University of Minnesota, brought a sound record of academic success. Professor Abrahamson stated that the question of sexual assault did fall under the Committee's purview, but was not currently

being discussed or considered. Director Bobinski said that they did not have statistics available, but that there were currently no active issues to report.

Professor Tony Vyn asked whether time to graduation varied significantly with different teams. Professor Abrahamson said that graduation rates did vary among teams, with the lowest 6-year graduation rate—the 6-year rate being what the NCAA uses to track this data—being with Men’s Basketball (78%). Many teams had 100% rates; all others were above 80%. Provost Akridge supplied that the campus graduation rate was about 83%, and so student athlete success was fairly comparable.

Professor Richard Mattes asked whether there was data re: student success for athletes in their first post-graduation jobs. Director Bobinski replied that we do have placement data, and it has been favorable. In the past three years, placement had been 96%, 100%, and 99%. Compared to other B1G schools, Purdue had been doing very well at preparing athletes for next steps in careers and/or graduate and professional school.

10. Professor Shannon McMullen presented the Résumé of Items Under Consideration by Various Committees on behalf of the Steering Committee. [\[Appendix F\]](#) Professor Denise Whitford reported that the Equity, Diversity, and Inclusion Committee hoped to be able to announce an initiative it would focus on at the November Senate meeting. Professor Eric Waltenberg reported that the Faculty Affairs Committee was at work on a Document spelling out Senator rights and responsibilities.
11. A consent calendar brought by the Nominating Committee was adopted by unanimous agreement, comprising [Senate Document 22-06](#) Nominee for the Educational Policy Committee and [Senate Document 22-07](#) Nominee for the Steering Committee.
12. Professor Pawley presented [Senate Document 22-08](#) Addressing the Negative Impact of Indiana Senate Bill 1 on Purdue Students, Staff, and Faculty on behalf of several co-sponsors. [\[Appendix G\]](#) Professor Pawley emphasized that the Document sponsors welcomed input from Senators and non-Senators with relevant expertise, but no later than November 3. [Indiana Senate Bill 1](#) was signed into law on 5 August 2022 and was to have become effective on 15 September, although at the time of the Senate meeting it had been temporarily suspended due to on-going legal challenges. Still, the likelihood was that the law eventually would be enforced. Document 22-08 cited research showing that reducing access to abortion care affects university students at a higher rate than the general population, and explicated consequences for students who needed but were denied access to reproductive healthcare. Reducing access to care was also particularly detrimental to students of low income, people of color, and trans and non-binary students. The Document also cited studies showing that the reduction of abortion care also limited access to other forms of healthcare, including miscarriage care, because there is no clinical distinction between the procedures done for elective abortions and miscarriages, and providers are forced to lose precious time differentiating procedures. News reports were raising concerns about faculty being restricted by state legislatures regarding the teaching of material related to reproduction, which was of particular concern to faculty at Purdue in the School of Nursing. Also concerning was the likelihood

that restrictions to routine healthcare would make faculty and student retention and recruitment more difficult.

While the University Senate had no authority over legislative matters, the Document's co-sponsors believed action was important based on the Bylaw statement that the Senate's work is to "propose or adopt policies, regulations and procedures intended to achieve ... the general welfare of those involved in [Purdue's] educational processes." Professor Pawley argued that the Senate could vote to express the will of the faculty on matters of their expertise or that fall under their responsibility, and make direct changes to policies for which they were predominantly responsible, such teaching and research. Academic Regulations fall into this category. The Document proposed would give the Senate a way to express the rhetorical dissent of the faculty on SB-1, but also poses six actions that faculty in partnership with administration, the Student Governments, MaPSAC, and CSSAC could take. Professor Pawley outlined these actions, which included ensuring that contraception and emergency contraception would remain readily accessible on campus and that academic freedom to teach about reproductive healthcare would remain protected. These reflections and actions were also intended to apply to Purdue's regional campuses and their faculty, staff, and students. Professor Pawley also stipulated that if the Senate were to pass this Document in November, the Senate would not be directly responsible for implementing the changes called for, with the possible exception of the Academic Regulations policy idea. However, the passage of a Senate Document would give Committees standing to pursue these topics further, as a Senate Document expresses the will of the faculty on matters relating to the general welfare of people involved in educational processes.

Chair Brady asked whether any of our peer institutes were contemplating similar actions. Professor Pawley responded that she was only aware of actions being taken in Indiana, but that she would research the matter further. She indicated that little had been done in Indiana as yet, with the exception of Purdue Fort Wayne. IU was attempting to begin a conversation about the issue.

Vice Chair Brian Leung noted that as past chair of the Equity, Diversity, and Inclusion Committee, he was aware of incidents where legislation had been passed, but the University had declined to act on them. He asked Professor Pawley to speak more about her thinking with respect to implementation. She responded that she had come to understand, in her years serving as Senator, that the work is not done simply because something is passed. Each of the six points outlined in the proposal had "so what if this passes" information appended to them, speculating on likely implementation pathways. She emphasized that the work on change does not end with the Senate vote, but really starts there.

Professor Brian Dilkes provided additional information about the state of the two court challenges to SB-1 and the temporary injunctions in play.

Chair Brady thanked Professor Pawley and reminded the Senate that the model pursued by Professor Pawley and her co-sponsors for bringing forward a resolution that did not necessarily come through a committee, but broadly included multiple areas and experts

that could speak to the particular question, was extremely acceptable in the Senate. She advised Senators to be conscious of the expertise that is available on campus, although not always directly in the Senate itself, and to think about how to best use all the resources we have in our community.

13. Chair Brady made her remarks. [\[Appendix H\]](#) She offered congratulations to the seven colleagues who received named and/or distinguished appointments at the 7 October Board of Trustees meeting, and noted that the Board had also approved the use of funds to implement some of the classroom updates called for by Transformative Education 2.0. In her report to the Trustees, she had called for a moment of reflection regarding the loss of our student at McCutcheon, as well as highlighted some of the activity and discussion in the Senate around authorship guidelines, open access publication, SB-1 concerns, and shared governance. She highlighted the importance of supporting students, faculty, and staff who have felt the impacts of the tragic event that took place in McCutcheon Hall, and she also invoked the mid-semester stress that all faculty, staff, and advisors feel in working with students as they navigate their midterms and begin work on spring course selection at the same time. As a gesture of encouragement, she played a recitation of a version of “Success” / “To Laugh Often and Much” (Bessie A. Stanley, 1906; often attributed to Emerson), which had hung on the wall of her undergraduate mentor’s office. She recounted a conversation she had had recently about why people choose to work in academia. They do not do so for the money, because in virtually every area of expertise, people would make more money working outside of the academic environment in various components of their industries. It might be a passion for research, or a passion for working with young people, or a passion for education in either formal or informal environments. She asked that Senators take a moment or two to reflect that every Senator who had taken on the extra responsibility of having a role in shared governance in addition to all the other things going on as part of the Purdue community were indeed making a difference. She thanked the Senate for everything being done presently and in the past and in the future to epitomize success, and for helping other people be successful.
14. There being no further business, in a stunning twist of fate, the meeting adjourned at 4:07pm. Chair Brady wished everyone a happy October.



Mandated Commission for Higher Education to report on Freedom of Speech

“The report must include a detailed description of each state educational institution's efforts to recognize and protect the freedom of speech and association rights guaranteed to the members of its campus community under the First Amendment of the Constitution of the United States. The report must include a recommendation on ***a survey instrument that each state educational institution shall administer to students*** not later than May 1, 2022, ***to determine current perceptions of whether free speech and academic freedom are recognized and fostered*** by the state educational institution in a manner that welcomes expression of ***different opinions and ideologies*** with respect to, but not limited to, classes, professors and instructors, peer interactions, speakers, and campus groups.”

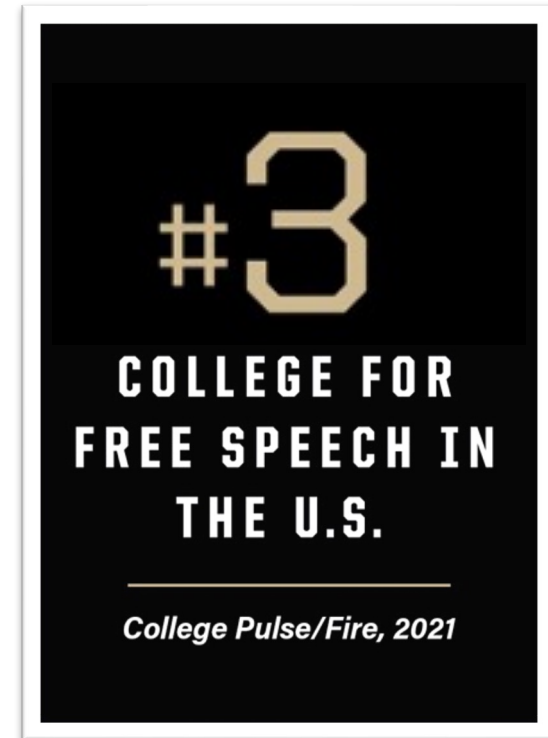
- \approx 11,000 responses from our campus
- \approx 34% response rate that was a representative sample of each college
- \approx 60% of state's responses came from West Lafayette, 9% from regionals
- Participation from outside our campus was so low that comparisons are questionable

	\approx Respondents	\approx Response Rate
Purdue West Lafayette	\approx 11,000	\approx 34%
Purdue Northwest	\approx 750	\approx 19%
Purdue Fort Wayne	\approx 1,000	\approx 27%
Non-Purdue Campuses	\approx 5,600	\approx 4%

Ideological breakdown of respondents by college

	University	Ag	Educ.	Engin.	Exploratory Studies	HHS	Krannert	Liberal Arts	Pharmacy	Polytech	Science	Vet Med
Conservative	20%	35%	24%	18%	22%	21%	28%	13%	19%	23%	12%	35%
Moderate	29%	25%	29%	32%	32%	27%	30%	24%	31%	31%	26%	31%
Liberal	35%	27%	37%	36%	28%	40%	27%	47%	28%	26%	44%	19%
None of the above/Refused	16%	13%	10%	15%	18%	13%	15%	16%	22%	20%	18%	15%

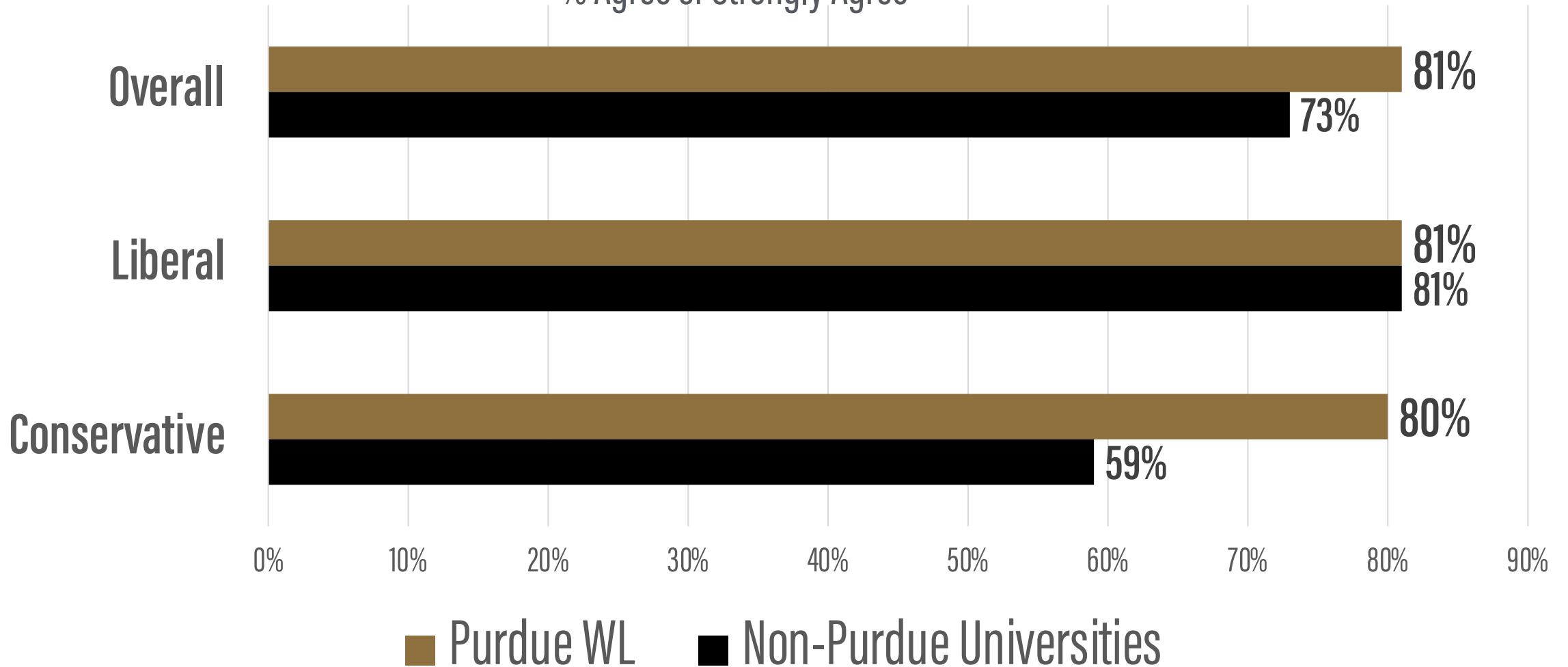
1. Giving students, regardless of their political views, an overall sense that they are free to express themselves.
2. Conveying to students that at Purdue, we value free speech.
3. Presenting an ideologically diverse lineup of speakers.



At [University], students can express their opinions freely.

% Agree or Strongly Agree

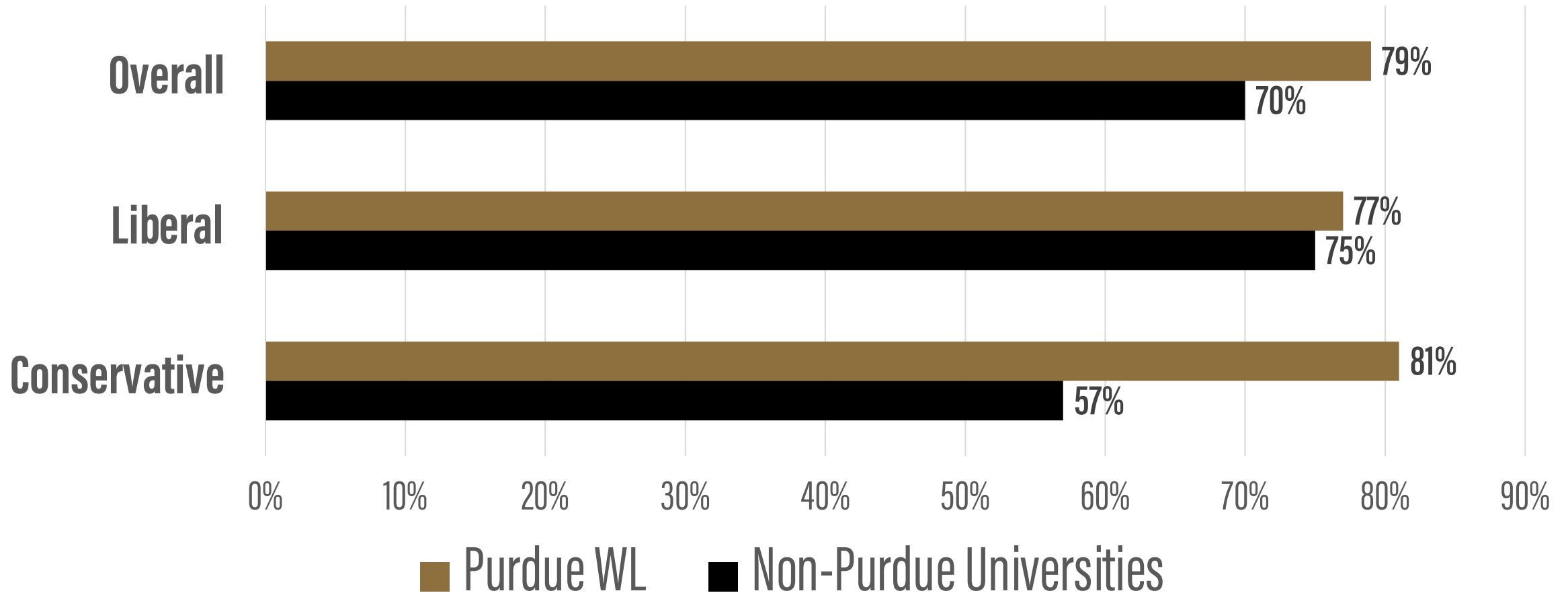
Respondent Demographics



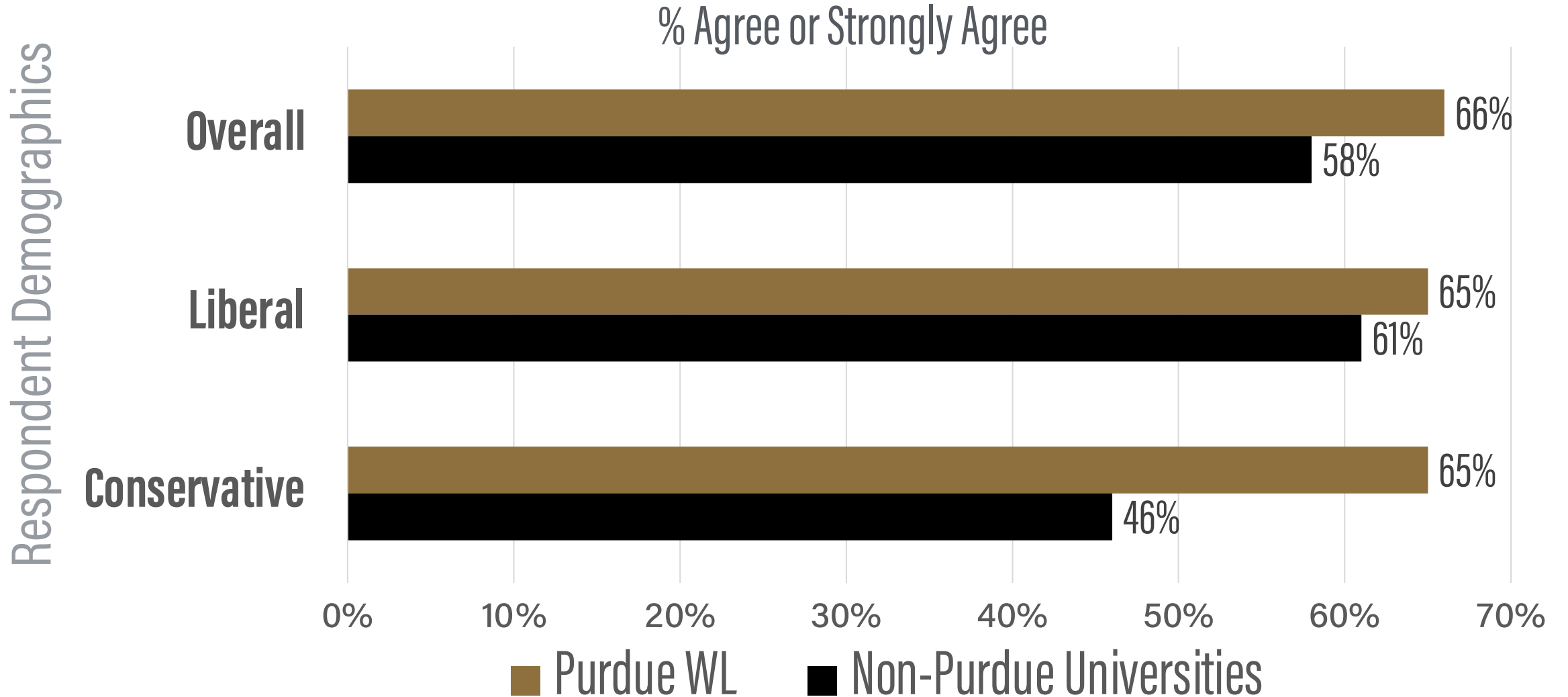
Free speech is highly valued at [University].

% Agree or Strongly Agree

Respondent Demographics



Speakers at [University] represent a wide range of political views & ideologies.



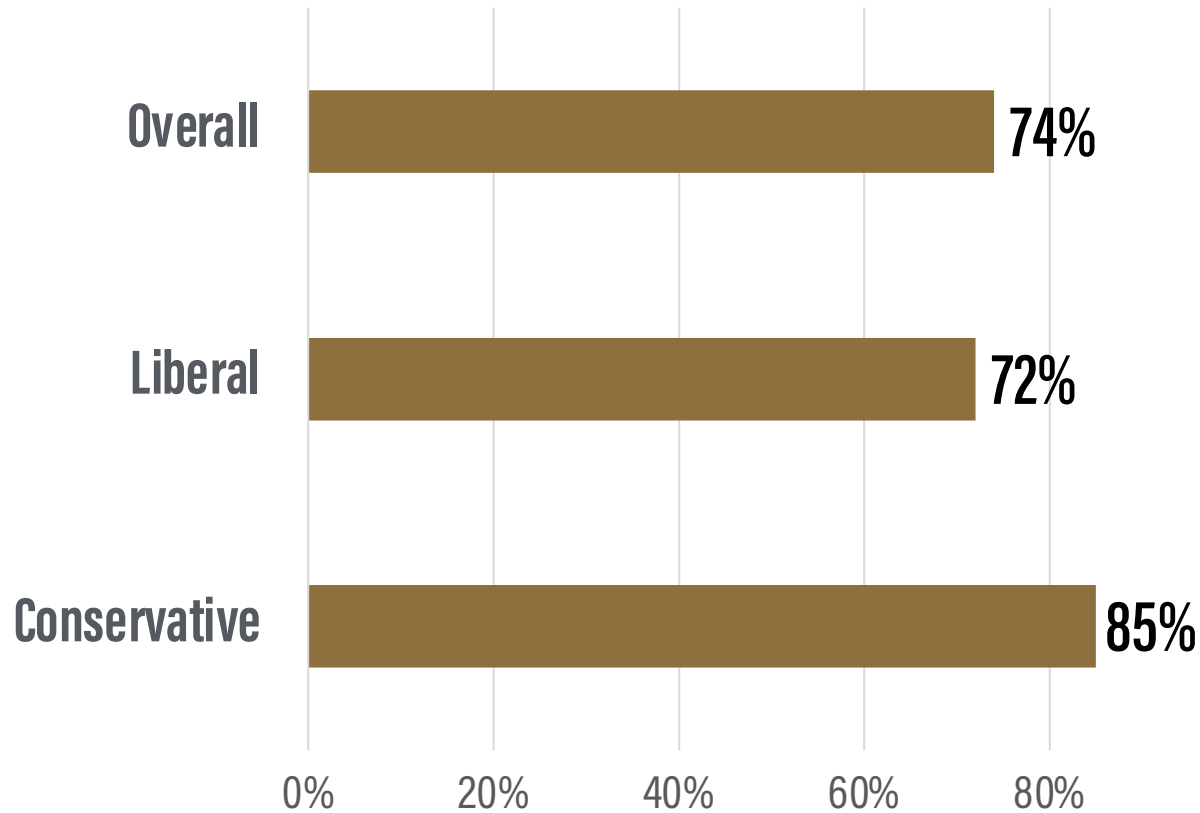
1. Addressing the impression that students sharing left leaning ideas are more welcome to express themselves in the classroom.
2. Exposing students to scholarly ideas from a diversity of political viewpoints.
3. Teaching students appropriate ways to respond to speech they do not like.

Where we could use the most improvement...

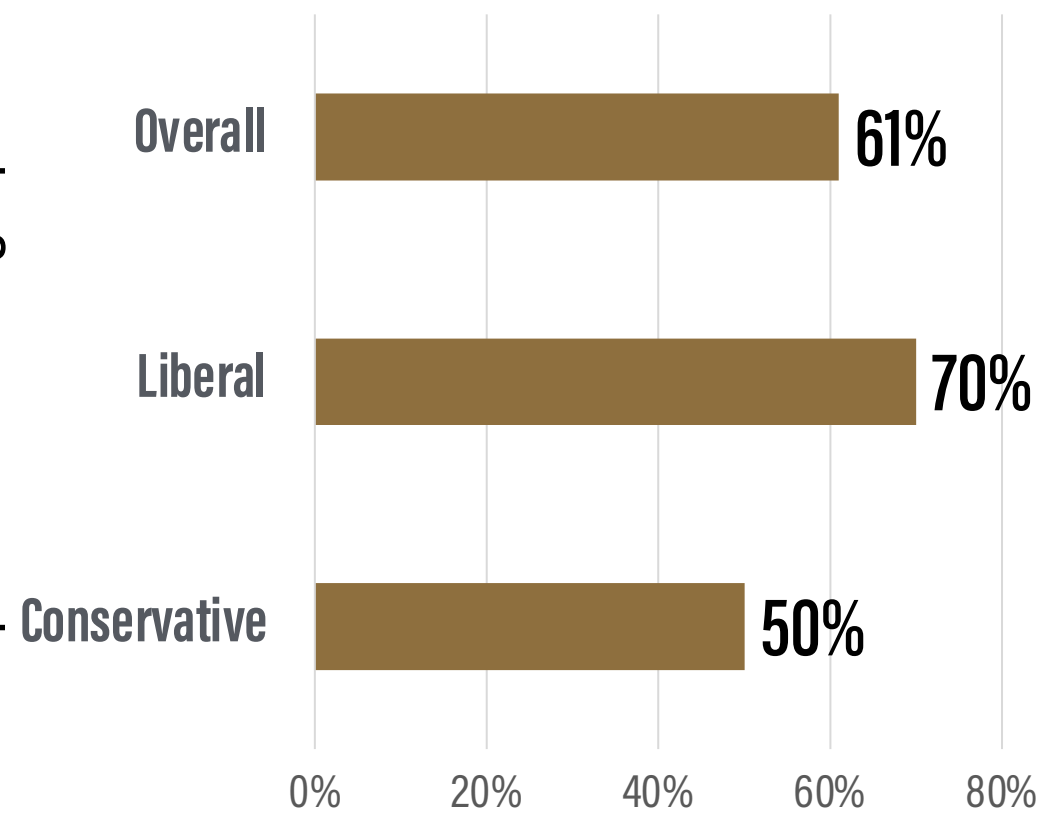
Politically *liberal* students can openly express their opinions

Politically *conservative* students can openly express their opinions

Respondent Demographics



Respondent Demographics

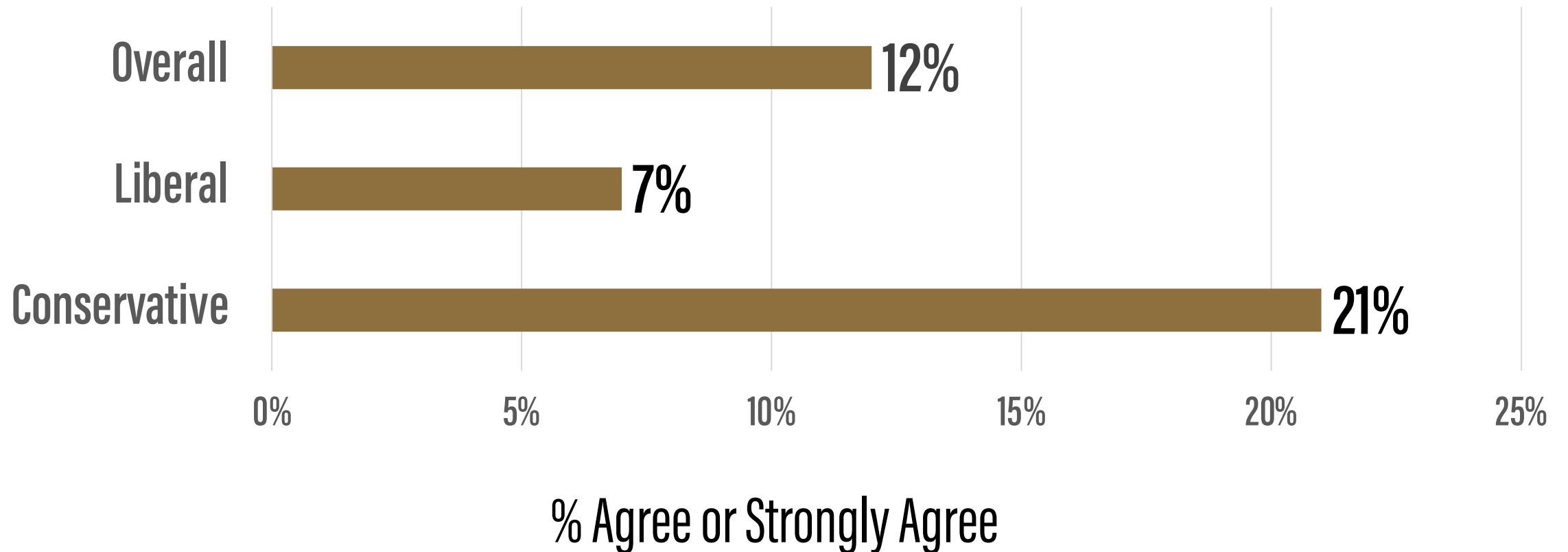


% Agree or Strongly Agree

Where we could use the most improvement...

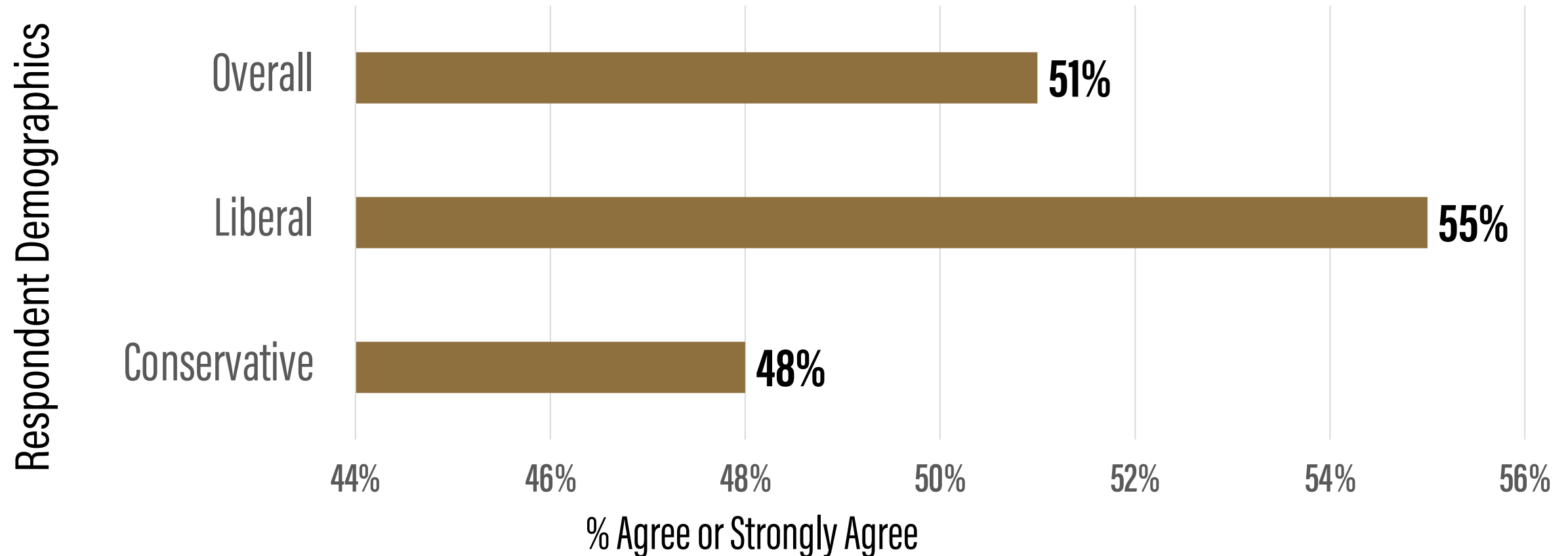
In classes I am taking or have taken that are related to political, historical, or cultural topics at Purdue, **my instructors discourage me from sharing my political or social views.**

Respondent Demographics

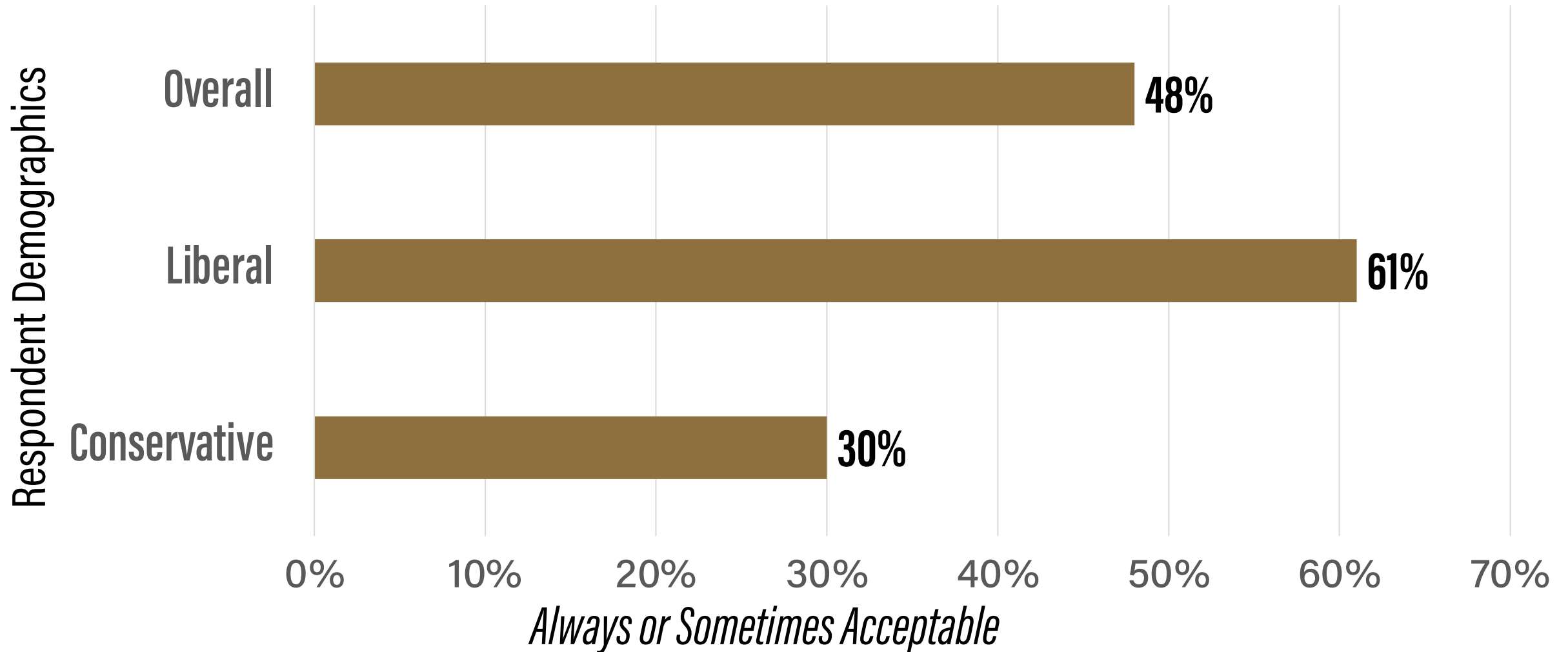


Where we could use the most improvement...

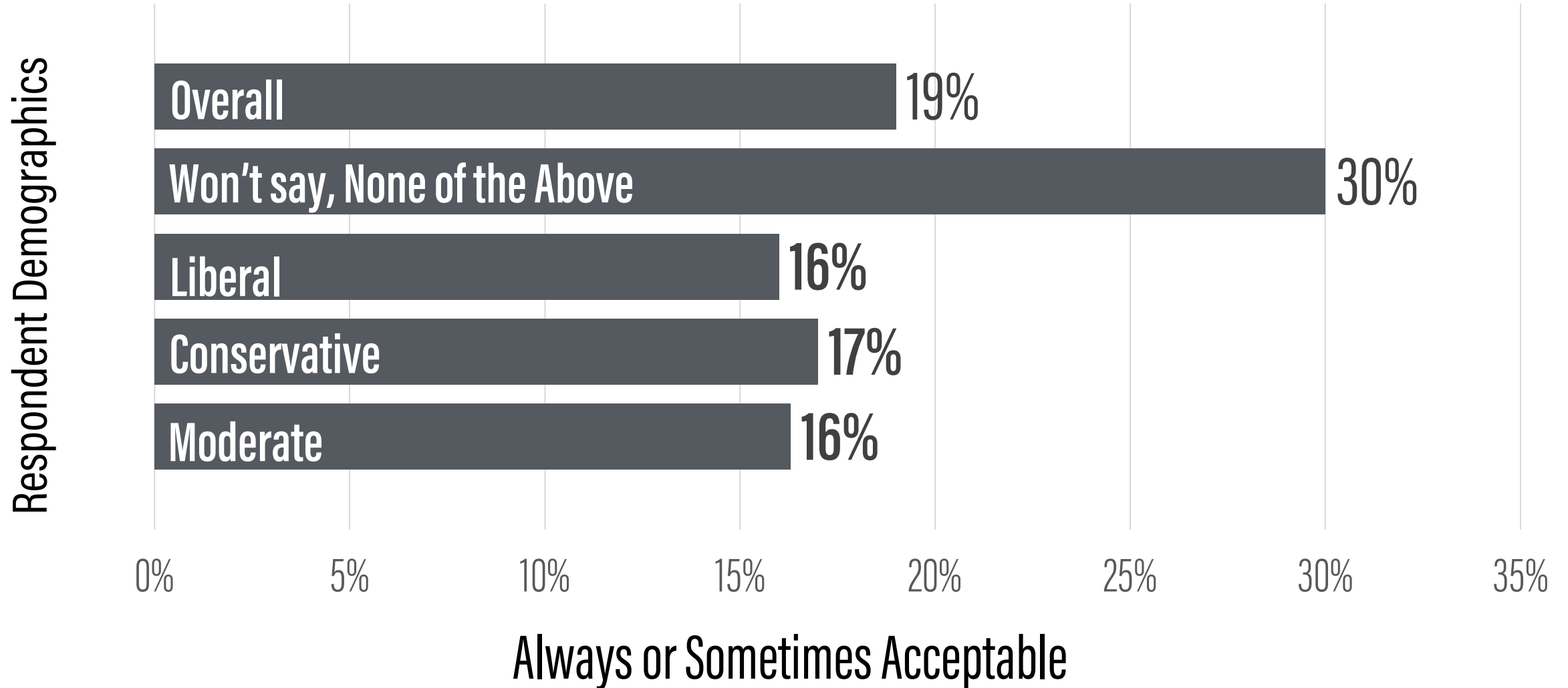
In classes I am taking or have taken that are related to political, historical, or cultural topics at Purdue, **my instructors have exposed me to scholarly ideas from different political viewpoints.**



Shouting down speakers or trying to prevent them from talking at Purdue



Using violence to stop a speech, protest or rally at Purdue





Questions

Outsourcing can have benefits, but it can also cause problems. Can you give an example of each during your tenure as president? What worked and what didn't?2

There was some talk about our airport returning to a limited commercial capacity. Where is that conversation now? As noise pollution from the airport is already an issue, what studies are being conducted (or will be conducted) to clarify the viability of airport commercial use as well as mitigating noise pollution over residential areas in Greater Lafayette? Are there timelines in place?2

For many years, Purdue maintained married Student housing that was an important facility, particularly for international faculty, postdocs, and graduate students. When bringing in visiting faculty and post-docs for visits, short-term furnished accommodation is very hard to find. As the campus has advanced, a significant amount of new housing has appeared; however, the cost of this is very high. The recent efforts at extending the childcare facilities is greatly appreciated, but there are significant concerns for visiting postdocs and visiting faculty as there is no longer affordable short-term accommodation. Do you think this is something Purdue should reconsider?.....2

Outsourcing can have benefits, but it can also cause problems. Can you give an example of each during your tenure as president? What worked and what didn't?

From time to time during the last 10 years we have reached out to our partners in the private sector to assist us in support areas that were not core to the mission of the university. What may have not been a core business to Purdue has been a core business to each partner we've worked with. These partners have brought great innovation and expertise to the services they provide on campus. The university has been rigorous in our evaluation of each of these partnerships, considering value, cost, and service levels. These partnerships have allowed the university to focus on its core function while also providing cost savings to the university and our students. In addition, companies like Amazon, Aramark, and White Lodging have provided great job opportunities for our students. We're proud of our engagement with the private sectors in those areas where it made sense.

There was some talk about our airport returning to a limited commercial capacity. Where is that conversation now? As noise pollution from the airport is already an issue, what studies are being conducted (or will be conducted) to clarify the viability of airport commercial use as well as mitigating noise pollution over residential areas in Greater Lafayette? Are there timelines in place?

Work continues on bringing commercial air service to the Purdue Airport (LAF). For commercial service to return, LAF will need an updated terminal capable of handling both commercial airlines and traveler traffic. We're studying the design and cost associated with an updated terminal. We're also still talking with both legacy and low cost carriers about their continued interest in bringing commercial service to LAF. The Federal Aviation Administration requires an environmental assessment each time an airport has plans to add scheduled commercial service. That includes a comprehensive noise study.

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Purdue's [Real Estate and Space Administration](#) team works with a number of departments to find short term, furnished housing options. They can usually find solutions and options with ample notice.

Memorial resolution for Jacques W. Delleur (December 30, 1924 – February 4, 2022)
(prepared by D. A. Lyn with the help of K. Sinha)

A long-time faculty member and colleague, Jacques W. Delleur passed away on February 4, 2022.

Jacques W. Delleur was born in Paris, France, on December 30, 1924 of Belgian parents, but his family returned to Brussels when he was 4 years old. With the onset of the World War II, the family emigrated to Colombia, South America, where he received his undergraduate education. He came to the U.S. for graduate study, and completed his doctorate at Columbia University in New York under the supervision of Antoine Craya. He was then invited to join the Sanitary Engineering group in the School of Civil Engineering, and agreed to join as an Assistant Professor of Hydraulic Engineering in September 1955. He remained at Purdue for his entire academic career, eventually retiring officially at the end of 1995 after 40 years on the faculty, though continued academic research and supervision of graduate students as Emeritus Professor.

Throughout his long career at Purdue, Jack Delleur made a significant impact on not only the teaching of hydraulics and hydrology, but also on research in water resources engineering. He founded the graduate program in hydraulics and hydrology, developing the first graduate course in open channel flow. He collaborated with another faculty member (Gerritt Toebe, deceased) on the NSF proposal that provided the basis for what has become the Burke Laboratory of Hydraulics and Hydrology. His advocacy of experiments and laboratory experience influenced the strong laboratory component in the undergraduate hydraulics course.

His technical research contributions began in hydraulics with laboratory studies on the effect of channel roughness on the geometry of the free fall at the end of an open channel and turbulence measurements using hot-wire and hot-film anemometry. His attention subsequently turned to surface-water hydrology, where he and his students made important advances in applications of time-series analysis techniques to hydrologic phenomena, the stochastic modeling of rainfall, and urban stormwater engineering. Later in his career, he was more identified with groundwater research, culminating in his editorship of a handbook on groundwater engineering.

For his many contributions to the field, Jack has been recognized by his peers, notably in the prestigious ASCE/EWRI Ven Te Chow award in 2002 for lifetime achievement in the field of hydrologic engineering, as well as the American Institute of Hydrology 2007 Ray K. Linsley award for outstanding contributions to surface-water hydrology. In addition, he was given the ASCE/EWRI Lifetime Achievement Award for “his lifelong and eminent contribution to the environmental and water resources engineering disciplines through practice, research and public service”.

Throughout his long career at Purdue, Jack mentored many undergraduate and graduate students, a number of whom have themselves achieved prominence in hydrologic engineering and research, such as Lev Kavvas, Lindell Ormsbee, and G. V. Loganathan. Jack was highly regarded by his students and colleagues for his scholarship and humanity, and his devotion to Purdue, in general, and to the Purdue hydraulics and hydrology program in particular, and will be remembered fondly for his many contributions, personal and professional.

Presented at the 04-14-2022 faculty meeting in Civil Engineering by Prof. Dennis Lyn

Memorial Resolution: Jon D. Fricker, Professor of Civil Engineering

Jon D. Fricker, a longtime faculty member in the Lyles School of Civil Engineering, passed away on July 15, 2022. He joined Purdue University as an Assistant Professor on January 7, 1980 and retired as a Professor on May 15, 2022.

Jon was born in Milwaukee, Wisconsin on April 5, 1947. After finishing his high school in West Allis, Wisconsin he went to MIT for his undergraduate education in civil engineering. After completing his BS at MIT (1970) and MS at Carnegie-Mellon (1972), he spent 4 years with the US Army 54th Combat Engineer Battalion in Wildflecken, Germany attaining the rank of Captain. He returned to Carnegie-Mellon for his PhD in transportation systems which he completed in December of 1979.

At Purdue, he excelled in all three areas of the university's mission of education, research, and service, but the primary focus of his career was the students. He put enormous efforts in experimenting with different ways the students could learn, continually updating his courses with new ideas learned at teaching workshops and incorporating real world examples.

He was one of the best teachers in civil engineering and the students selected him for the Harold Munson Award of the School for excellence in teaching. He co-authored a textbook, *Introduction to Transportation Engineering*, with his colleague Robert Whitford. The book was adopted by 68 institutions around the world. He mentored numerous undergraduate students and about 50 MS and PhD students. The students, both graduate and undergraduate, hold him in high respect for his care and nurturing.

His research primarily involved the use of systems analysis with particular emphasis on travel demand modeling and network analysis. He was a dedicated JTRP and LTAP researcher and contributed to solving myriad of transportation problems. He published over 100 archival journal articles. He received the Harland Bartholomew Award of the American Society of Civil Engineers (ASCE) for his contributions to urban analysis and the Grant Mickel Award of the Transportation Research Board (TRB) for the best paper in transportation

maintenance, safety, and operations. Several of his students also received best paper awards from various organizations.

Prof. Fricker was active in technical committees of ASCE, TRB, and the Institute of Transportation Engineers (ITE). He also served as the President of the Indiana Chapter of the ITE. Whatever task he had undertaken, he performed with all his energy and enthusiasm.

In the Lyles School of Civil Engineering, he had a distinguished record of service including being a member of all head search committees since he came to Purdue. Most impactful of his services was his long tenure of chairing the UG Curriculum Committee where a difficult initiative to modernize the curriculum was implemented.

Jon Fricker served his community and the state with great distinction. For many decades he was on the Board of the Greater Lafayette Public Transportation Corporation (Lafayette CityBus) and served as its chair. He also served as the chair of the Tippecanoe County Area Transportation Committee for more than two decades. He was recognized for his excellence in leadership in service with the inaugural HT Yang Award of the College of Engineering.

Jon was an avid athlete completing 13 marathons and 8 triathlons. He met his future wife, Karen Springer, at the 1980 Indiana Carroll County Hog Jog running race. He actively took part in coaching local children, including his son (Douglas) and daughter (Laurel), in soccer, baseball, softball, and basketball.

Of all his accomplishments and achievements, his most important legacy will be to serve as an example of a decent, ethical colleague and a kind human being. He was our moral compass and a trusted confidant.

Respectfully submitted on September 15, 2022 at the faculty meeting of the Lyles School of Civil Engineering by:

Kumares C. Sinha
Darcy Bullock
Nadia Gkritza
Samuel Labi
Andrew Tarko
Satish Ukkusuri

PURDUE'S NEXT

MOVES

Equity Task Force

UPDATE

October 2022

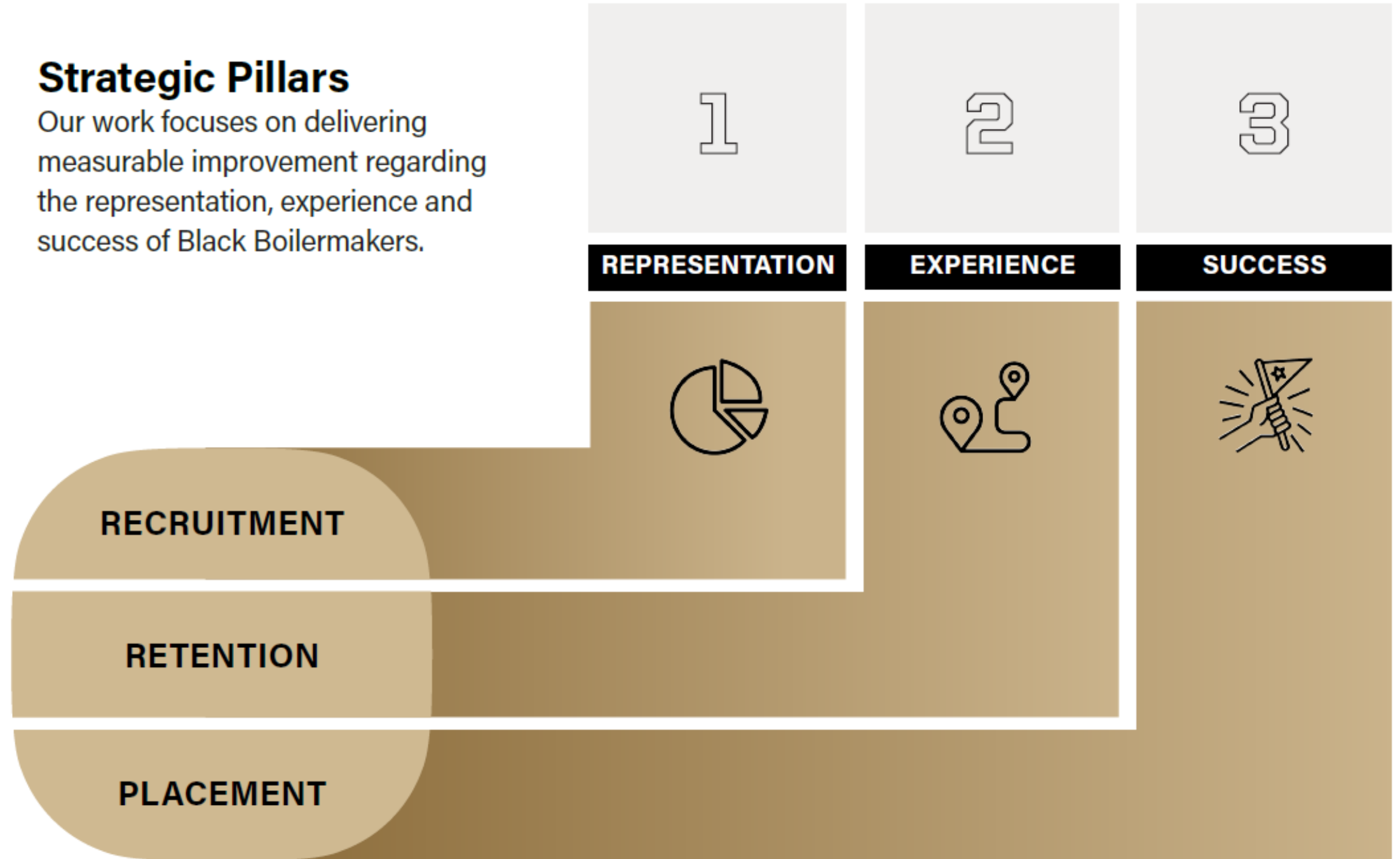
PURDUE'S NEXT

MOV

Strategic Pillars

Our work focuses on delivering measurable improvement regarding the representation, experience and success of Black Boilermakers.

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PURDUE'S NEXT

MOVES

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Undergraduates – Representation (AY21-22)

Hired Early Outreach Counselors (EOCs) to build and grow relationships in key communities

Commissioned Black Raspberry Market Research to better understand prospective Black student perceptions of Purdue

Conducted workshops for Colleges on yielding Black undergraduates

Launched grant program to incentivize Colleges to develop yield strategies

Held recruiting/yield events with PBAO

Launched relationship with Posse Foundation and welcomed first cohort



PURDUE'S NEXT

MOVES

Undergraduates – Representation (AY22-23)

Camp College

One-day college preparation camp for 9th graders, planned for summer of 2023

Pre-College Student Cohorts (Grades 7 -10)

Outreach cohorts of 10-15 students grouped by geography and grade level for summer of 2023

200+ One -on-One Meetings with Students

Meetings with 9th and 10th graders are the focus for AY 2223. In these 30 to 60-minute meetings, EOCs create relationships with students/supporters; ensuring student understands how to prepare for college and consider options for post-secondary education

High School Counselor Workshops

Counselors in these schools have little time to support college prep. These workshops will provide them with information and tools to supplement their conversations throughout the year.

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Undergraduates – Experience (AY2122)

Summer College for High School Students

- 15.2% (114/751) of participants identified as Black or African American. (88 Indiana residents / 26 nonresidents)
- 141 participants from Purdue Polytechnic High School (9th-11th graders)

Onboarding New Boilermakers | Summer '22

- 50.9% (118/232) of new Black or African American undergraduates started over the summer.
- 33.3% (32/96) of Emerging Leaders Scholars who started over the summer identify as Black or African American.
- 14 additional Black Emerging Leaders (scholarship recipients only) started in fall 2022.
- In total, Black Boilermakers account for 29.5% of the incoming population of Emerging Leaders students (46 of 156).
- Black Emerging Leaders account for 18.5% (46 of 248) of the Black students who accepted admission beginning in Summer & Fall 2022.



Undergraduates – Experience (AY22-23)

Expanded Staff in Place

- Associate Vice Provost for Diversity, Inclusion and Belonging (Undergraduate Initiatives)
- Director of Undergraduate Scholars
- Program Manager-ETF
- Director of the Black Cultural Center
- PPHS Relationship Manager

Investments in Flagship Programs

- \$1M over 5 years to both Minority Engineering Program (MEP) and the Dr. Cornell A. Bell Business Opportunity Program (BOP); anticipated \$1.5M distribution for remaining colleges over next 4 years
- Re-building and launching Pharmacy Education Program (PEP)

Building Belonging

- Development of new traditions to celebrate community: Mind, Body and Soul & Black Male Excellence Network (B-MEN), Black Student Union Sneaker Ball, Athletics Welcome Reception, NPHC Yard Show
- Conducting Appreciative Inquiry of Black Boilermakers' experiences

Upcoming Plans

- NPHC plaza; establishing a Student Advisory Board; inaugurating study abroad programs for Emerging Leader Scholars; expanding Summer Academy; focusing and expanding research, internship and mentoring opportunities for Black undergraduates (LSAMP)

PURDUE'S NEXT

MOVES

Graduates – Representation (AY21-22)

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Challenges Identified

- Reduction in the number of fellowship packages
- Competitiveness of fellowship packages compared to Big Ten peers

Proposed Solutions

- Tie fellowship dollars to recruitment efforts in the colleges
- Reduce number of awards to increase amounts
- Encourage departments to review classes before releasing admissions offers
- Grow visitation opportunities for prospective students



Graduates – Representation (AY22-23)

Pipeline Development

- Continuing and growing key programs:
 - Summer Research Opportunity Program
 - Graduate Diversity Visitation Program
- Launched new partnership with Associate of Colleges of the Midwest/Big Ten Academic Alliance
- Recruiting at key conferences/events: AISES, SACNAS, ABRCMS, and Institute for Teaching and Learning
- Launching *Alma Mater Talks* to send HBCU grads back to give technical talks and recruit

Retention Initiatives

- Continuing and growing key programs:
 - BRIDGE
 - AGEP Scholars
- Formed committee to resurrect Black Graduate Student Association; sponsoring events
- Hired Dr. David Rollock as Associate Dean for Student Success

Staff – Recruiting and Retention (2022)

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Key Hires of Black Staff

- Brenda Masiga-Crowell – Director, PUSH
- Tiffini Grimes – Deputy Athletics Director
- Jermaine Owens – Director of Security, PARI
- Djenaba Figueroa – Director of Strategic Diversity Communications, ODIB

Talent Acquisition (Representation)

- Hired Senior Diversity Recruiter, Willie Cruz
- Participated in Community Career Fairs, including IBE; implementing *Connect with a Recruiter* and other community outreach
- Conducted hiring manager training with focus on diversity

Learning & Organizational Development (Experience)

- Launched DevelopMe 2.0 Staff Development Program with focus on Black staff
 - Focus: Career Planning, Mentoring, Professional Networking
 - Cohort 1 = 7 participants | Cohort 2 = 22 participants

Metrics / Dashboards (Success)

- Developing dashboards and KPIs to track year-over-year progress for faculty and staff

Staff – Recruiting and Retention (2023)

Talent Acquisition (Representation)

- Implement Diversity Ambassador Program
 - Focus: Assist search committees, ensure process is equitable and inclusive, be a resource for candidates
- Participate in Diversity Career Fairs
- Engage Affinity Groups
 - Focus: Black Caucus of Faculty and Staff; Black Cultural Center; PBAO
- Community / HBCU Partnerships
- Internship Program (Pilot)

Learning & Organizational Development (Experience)

- Continue & Expand DevelopMe 2.0 Staff Development Program
 - Focus: Career Planning, Mentoring, Professional Networking

Metrics / Dashboards (Success)

- Building out dashboards and identifying KPIs

PURDUE'S NEXT

MOVES

Faculty Hiring 2021-2022

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+20%

TENURED/TENURE-TRACK FACULTY

Between the ETF cluster hire and regular searches, we grew Black faculty representation.



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PURDUE'S NEXT

MOVES

Faculty – Cluster Hiring (AY21-22)

“First Wave” of Faculty Cluster Hiring

- Public Health and Health Equity
 - An intended growth area for Purdue
 - 14 searches for positions across 4 colleges
 - Attracted large, diverse, highly qualified pools
 - Landed 11 outstanding new faculty (6 Black)

Afsan Bhadelia, HHS: Public Health

Carlos Mahaffey, HHS: Public Health

Shandey Malcolm, HHS: Public Health

Bukola Usidame, HHS: Public Health

Paul Robbins, HHS: HDFs

Soojung Jo, HHS: Nursing

Haocen Wang, HHS: Nursing

Patricia Wolf, HHS: Nutrition Science

Andrea Hayes, LSIS

Faria Chaudry, PHARM: Pharmacy Practice

Michael Preston, PHARM: Pharmacy Practice



Carlos Mahaffey,
Public Health



Andrea Hayes,
Libraries and School
of Information
Studies

PURDUE'S NEXT

MOVES

Faculty – Cluster Hiring (AY22-23)

“Second Wave” of Faculty Cluster Hiring

A total of 13 searches are planned for AY 2022-2023:

6 searches: *Prevention and Treatment of Antimicrobial Resistance*

(Veterinary Medicine, Science, Agriculture)

2 searches: *Sustainable, Equitable Urban Environments & Food Systems in Indiana*

(Agriculture)

2 searches: *African American Studies*

(Liberal Arts)

3 searches: *Public Health & Health Equity*

(Liberal Arts, Health and Human Sciences – remaining from AY 21-22)

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Faculty – Experience and Success (AY2122)

Expanded Staff in Place

- Associate Vice Provost for Diversity, Inclusion and Belonging (Faculty, Staff, and Graduate Initiatives)
- Provost Fellows– Inclusive Excellence Initiative

Inaugural Family Dinner

- Welcome-back event focused on Black faculty and staff, offered opportunity to connect and enhanced sense of belonging
- 100+ faculty and staff attended from PurdueWL, as well as regional campuses and affiliated faculty at other institutions in Indianapolis

Black Faculty Excellence Luncheon

- Inaugural luncheon plus panel discussion on Purdue's Black faculty excellence
- Planning initiatives to amplify Black faculty scholarship, recognition, success and belonging at and beyond Purdue
- Black faculty survey for engagement in planning programs and other initiatives is underway



Faculty – Experience and Success (AY2223)

Recruitment & Retention

- Launching workshops on hiring diverse faculty
- Developing a new digital toolkit for faculty that organizes key resources supporting success and sense of belonging
- Conducting review of postdoc-to-faculty programs among peer institutions in order to develop program at Purdue; for launch AY2324.

RFP and new University Awards in Diversity, Inclusion and Belonging

- Investing \$80,000 to support research, awards and recognition related to inclusive excellence and belonging to enhance Black faculty and staff experience.

Enhancing Black Staff, Graduate Students, and Post -Doc Experiences

- In collaboration with HR, developing plans to increase professional development and recognition opportunities for Black staff.
- Collaborating with Associate Deans for Diversity and Graduate School to address Black grad experience.

Empower Faculty Leadership to Support Belonging

- Developing a workshop for department heads on best practices for supporting diverse faculty with specific attention to data-based interventions that support retention, success and belonging.

PURDUE'S NEXT

MOVES

Morgan State Partnership

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Purdue will serve as Morgan's institutional champion to reach R1

- Joint, funded, cutting-edge research
- Development of new graduate programs at Morgan
 - Initial foci: physics, pharmacy, and computer science
- Joint teaching
- Faculty and student exchanges; study-away programs
- Joint degrees

Areas of Research Exploration

- Cybersecurity
- Artificial Intelligence
- Microelectronics
- Earth/Climate Science
- Health Disparities

Wilson -Daniels Scholars

- Up to 25 per cohort
- Purdue will remit tuition to the Morgan instate rate, based on residency



PURDUE'S NEXT

MOVES

Additional Events & Activities

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Parker Halls Visual History Exhibit
– planned installation: Feb. 2023

PURDUE ATHLETIC AFFAIRS COMMITTEE

REPORT TO THE UNIVERSITY SENATE

OCTOBER 17, 2022



The Athletic Affairs Committee

- One facet of institutional control of athletics
- Ties to the beginnings (1895) of what is now known as the Big Ten Conference and the role of the faculty
 - The Presidents of the original member institutions delegated oversight of athletics to the faculty
- Intended to represent the interests of the **entire University community**
 - Faculty, students, alumni, community representatives, and senior administrators from Intercollegiate Athletics

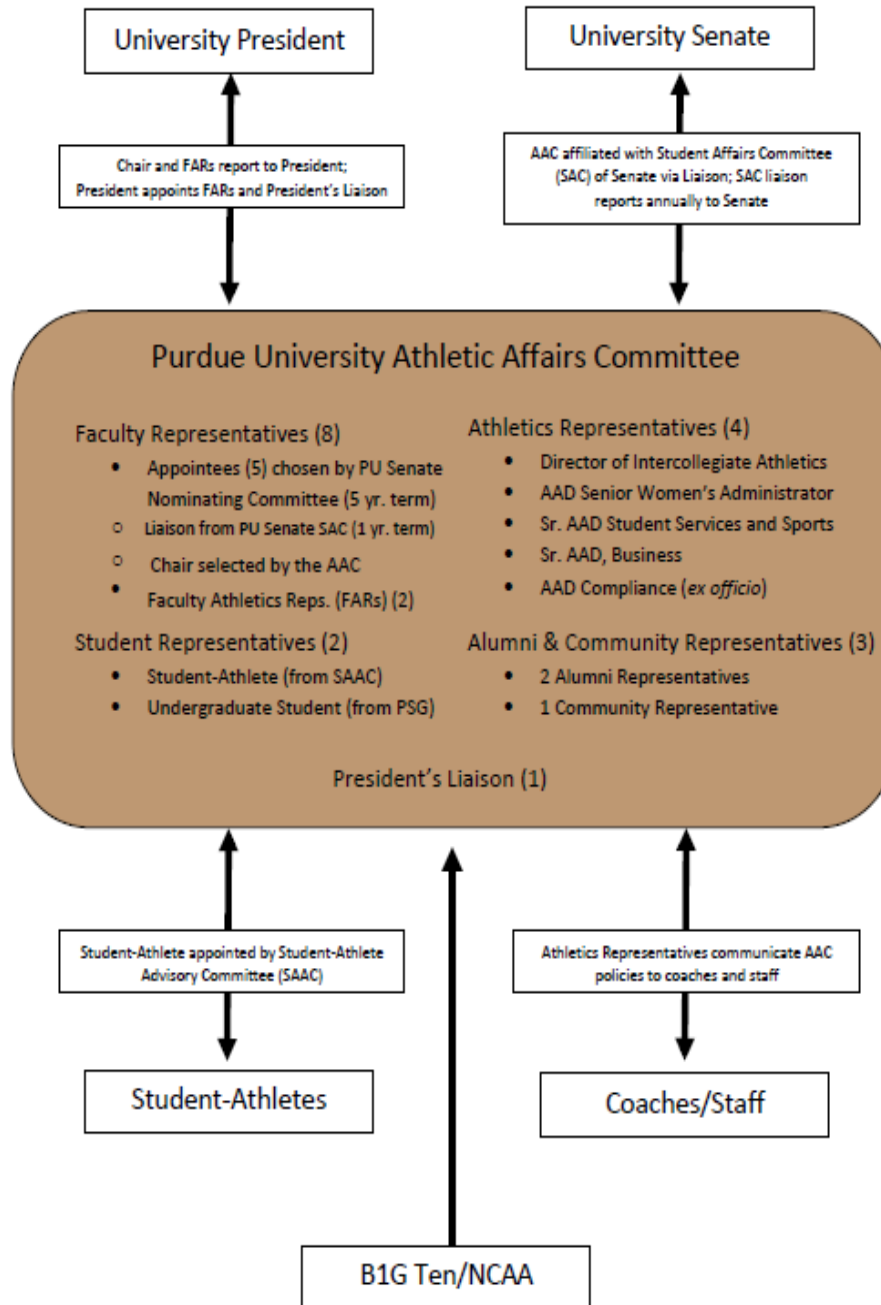
To Develop Champions, Scholars and Citizens

The Athletic Affairs Committee

■ Examples of activities of AAC:

- Discuss topics related to the NCAA
- Discuss topics related to the Big Ten Conference
- Discuss the academic progress and well-being of student athletes
- Discuss issues regarding the personal and professional development of student athletes in preparation for their post-graduate lives and careers
- Study, review, and approve changes in Purdue rules and regulations affecting intercollegiate athletics
- Select Purdue recipients of conference awards and honors

AAC Linkages



AAC Membership

- **Five faculty members** appointed by the University Senate Nominating Committee for three-year terms*.
- **One faculty member liaison** from the Student Affairs Committee of the Senate*.
- **Two Faculty Athletic Representatives** appointed by the University President*.
- **Two student members:** one appointed by the University President with input from PSG (2-year terms) and one student athlete appointed by Intercollegiate Athletics*.
- **One University administrator** appointed by the University President, *ex-officio*.
- **Two Alumni Representatives** appointed by Intercollegiate Athletics*.
- **One Community Representative** appointed by Intercollegiate Athletics*.
- **Intercollegiate Athletics Administration members**
 - Vice President/Athletics Director (Michael Bobinski)*
 - Deputy Athletics Director/SWA (Tiffini Grimes)*
 - NCAA Senior Compliance Administrator (Tom Mitchell)*
 - Senior Associate Athletics Director for Student Services (Ed Howat)
 - Associate Athletics Director (Calvin Williams)

*Voting Members

Current Faculty Membership

Faculty members serving on the Athletics Affairs Committee

- Co-Chairs: **Kathleen Abrahamson** (HHS) and **Kip Williams** (HHS)
- Student Affairs Liaison:
- Senate Appointees:
 - Chip Blatchley** (ENG)
 - Kyle Haynes** (CLA)
 - Matt Conaway** (Bands)
 - Brian Chupp** (KRN)
- Faculty Athletic Representatives
 - Marcy Towns** (Science)
 - Phillip VanFossen** (Ed)

Connections to the Senate

- Reports to the Student Affairs Standing Committee
- Liaison to the AAC from the Student Affairs Committee

Enrollment Data

College or School	Fall 2021	Spring 2022
Agriculture	21	18
Education	8	9
Engineering	62	63
HHS	155	150
Liberal Arts	73	67
Management	72	70
Pre-Pharmacy	5	5
Pharmacy	1	1
Science	31	30
Polytechnic Inst.	60	59
Graduate School	33	27
Exploratory Studies	27	23

Academic Performance

Spring 2022

	Student-Athletes	Campus
Semester GPA	3.06	3.17
Cumulative GPA	3.20	3.26
Semester GPA \geq 3.0	60.2%	68.6%
Academic Honors	38.8%	48.3%
Semester 4.0 GPA	8.6%	11.8%
Placed on Probation	8.6%	7.4%

CGPA by Team (Spring 2022)

Team	GPA
Baseball	3.09
Football	2.93
Men's Basketball	2.99
Men's Cross Country	3.44
Men's Golf	3.42
Men's Swimming	3.34
Men's Tennis	2.81
Men's Track	3.28
Soccer	3.45
Softball	3.28
Volleyball	3.51
Women's Basketball	3.17
Women's Cross Country	3.71
Women's Golf	3.21
Women's Swimming	3.53
Women's Tennis	3.02
Women's Track	3.30
Wrestling	3.16
Student-Athlete Totals	3.20
Student Body Totals	3.26

Student-Athlete Graduation Success Rates

Graduation Rate – *Published in November 2021*

Team	NCAA - Div 1	Purdue
Baseball	86	97
Football (FBS)	80	82
Men's Basketball	84	78
Men's Track/Cross Country	84	82
Men's Golf	91	86
Men's Swimming	91	89
Men's Tennis	93	100
Men's Wrestling	82	83
Soccer	95	95
Softball	93	94
Volleyball	94	100
Women's Basketball	92	100
Women's Track/Cross Country	91	86
Women's Golf	96	100
Women's Swimming	96	92
Women's Tennis	96	100
Overall	89	89

Measures % graduation within 6 years

AAC Initiatives for 2022-23

- Assure the university is looking after the welfare and best interests of student athletes
 - Academic supports
 - Personal supports
- Sport competition schedules and reviews of missed class time
 - Discussion of potential impact of additional teams joining BIG 10 conference
 - Potential impact of J-term proposal
- Discussion of impact of conference and NCAA legislation
 - Transfer regulations
 - Name, Image and Likeness
- Updates on student athlete personal and professional development programming
- Updates on maintaining the positive public image of Purdue athletics

To: The University Senate
From: Libby Richards, Chairperson of the Steering Committee
Subject: Résumé of Items under Consideration by the Various Standing Committees

Steering Committee

Libby Richards, erichards@purdue.edu

1. Soliciting reports and informational sessions in response to faculty and committee requests.
2. Coordinating items between committees and between the PSG/PGSG and Senate Standing Committees: includes a proposal to address the university's response to faculty members with respect to tragedies such as the murder of Varun Manish Chheda.

Advisory Committee

Colleen Brady, bradyc@purdue.edu

Nominating Committee

Robert Nowack, nowack@purdue.edu

1. The Nominating Committee continues to fill vacancies that occur in Standing and Faculty Committees.

Educational Policy Committee

Eric P. Kvam, kvam@purdue.edu

Equity, Diversity, and Inclusion Committee

Denise Whitford, dwhitford@purdue.edu

Faculty Affairs Committee

Eric N. Waltenburg, ewaltenb@purdue.edu

Student Affairs Committee

David Sanders, retrovir@purdue.edu

1. Improved Responses to Reports of Sexual Misconduct
2. Protecting Student Privacy/Recording Accommodations
3. PURDUE STUDENT SENATE RESOLUTION 21-69 "Resolution in Support of Editable Gender-Inclusive Options Amongst Purdue Affiliated Websites"

University Resources Policy Committee

Yuan Yao, yao1@purdue.edu

1. Revising SD 21-31 on the investments of the endowment relating to fossil fuels and carbon negative renewable technologies.
2. Developing a Senate Document about Purdue being carbon neutral by 2030.
3. Developing a Senate Document about joining the Greater Lafayette Climate Action Plan.

To: The University Senate
From: The Nominating Committee
Subject: Nominee for the Educational Policy Committee
Reference: Bylaws of the University Senate
Disposition: University Senate for Discussion and Adoption

Proposal: For the vacancy on the Educational Policy Committee, the Nominating Committee proposes the following nominee. Faculty member(s) elected are to serve for the terms specified.

Name	Term Years	Department/School
Lee Artz	1 year	PNW

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Damon Lisch Richard Mattes Robert Nowack Abdelfattah Nour Jan Olek Qifan Song Mario Ventresca	N/A	N/A	Joseph Sobieralski

To: The University Senate
From: The Nominating Committee
Subject: Nominee for the Steering Committee
Reference: Bylaws of the University Senate
Disposition: University Senate for Discussion and Adoption

Proposal: For the vacancy on the Steering Committee, the Nominating Committee proposes the following nominee. Faculty member(s) elected are to serve for the terms specified.

Name	Term Years	Department/School
Katie Jarriel	3 years	Honors College

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Damon Lisch Richard Mattes Robert Nowack Abdelfattah Nour Jan Olek Qifan Song Mario Ventresca	N/A	N/A	Joseph Sobieralski

To: The University Senate

From: Antonio Bobet, Civil Engineering
Min Chen, Mathematics
Daniel Frank, Philosophy
Katie Jarriel, Honors College
Cara Kinnally, Languages and Cultures
Richard Mattes, Public Health
Shannon McMullen, Interdisciplinary Studies
Alice Pawley, Engineering Education*
Alex Seto, President, Purdue Graduate Student Government
Susan South, Psychological Sciences
Anish Vanaik, Honors College
Steve Yaninek, Entomology

*Indicates Corresponding Senator

Subject: The negative impact of Indiana Senate Bill 1 on Purdue students, staff, and faculty.

Reference: Indiana Senate Bill 1:
<http://iga.in.gov/legislative/2022ss1/bills/senate/1>

Disposition: University Senate for Discussion and Adoption

Rationale: In special session in June/July 2022, the Indiana Legislature passed SB-1 [1], eliminating almost all abortion care provided in the State of Indiana, endangering the health, safety, and lives of Hoosier citizens who can gestate and give birth, their families, and communities. Indiana currently has the 10th highest maternal mortality rate in the nation [2], and research indicates that states with more abortion restrictions have increases in the total maternal mortality rate [3]. The World Health Organization has stated that being able to obtain a safe abortion is a crucial part of health care. [4]

Since the passage of SB1 and signing by the governor into law, it has become increasingly clear the threat the bill's passage brings to the state's economy and to the health and wellbeing of the citizens of Indiana, including the students, staff, and faculty at Purdue University-West Lafayette campus.

Experts predict a number of deleterious effects of this bill, some of which have already begun to occur.

Reducing access to abortion disproportionately affects university students more than the general population.

University students as a population experience significant barriers to healthcare, including inexperience navigating the healthcare system, dependence on distant healthcare networks (e.g. in their hometown), avoiding seeking healthcare due to cost concerns, and the unregulated and variable care offered by campuses [5-6]. University students are also at high risk of sexual violence and sexual assault [7], so have a higher need for access to emergency contraception and abortion care for those students who would choose it.

Over half of all abortion patients in the US are in their twenties, and one-fifth of all abortion patients are active students seeking post-high school degrees.

Students often seek abortions to ensure they can complete their schooling successfully. Students who have a child while at university are less likely to graduate than those who do not, and students report that having a child would disrupt their educational goals [8]. Patients denied an abortion are less likely to have aspirational life plans for the coming year [8]. Patients who receive an abortion are six times more likely to have positive one-year plans are more likely to achieve them, compared to those denied an abortion [8]. These references are not limited to students as patients, but indicate particularly grievous impacts on students.

Restricted access to abortion requiring students to travel out of state increases out-of-pocket expenses, causes delay in receiving care, causes students to miss class, and limits students' options in finding an appointment that works with their schedule.

Access to abortion care for vulnerable populations will decrease, and associated healthcare costs will increase.

The groups most affected by restricted access to abortions, including women, people with low income, people of color, and transgender, nonbinary, and gender-expansive (TGE) people are groups who are already minoritized at Purdue [9-10].

The negative impacts of abortion restrictions fall disproportionately on people with low income and communities of color [11]. These occur within a broad context of healthcare disparities experienced by these groups on a systemic level [12].

Abortion restrictions also exacerbate structural barriers to abortion care faced by transgender, nonbinary, and gender-expansive (TGE) people. These existing barriers include policy

restrictions, healthcare refusals, discrimination, and misgendering [9].

Abortion denial compounds existing social and health inequities by creating economic hardship, e.g., increased household poverty, long-term loss of income, and increased debt. This insecurity lasts for years. [13]. Not being able to afford a child is one of the most common reasons for seeking an abortion [14].

The cost of healthcare for students who need to travel out of state for abortion care will increase [14]. When patients have to travel out of state to receive abortion care, a number of negative, compounding consequences occur: delays in care, negative mental health impacts as a result of the barriers to care, and considering self-induction. [15] In Indiana, patients who traveled out of state had abortions about three weeks later than those in-state [15], which further reduces access to abortions due to gestational age limits for care.

Candace Shaffer, Senior Director for Human Resources, confirmed to the University Senate on 9/12/22 that Purdue is not anticipating not changing any aspects of the existing healthcare plan in light of SB1 [16].

That abortion care is eliminated in Indiana has consequences for other aspects of health care.

Reports are already being published across the country how people who have health conditions whose treatment requires essential medication that can also be used to induce abortions are having difficulty accessing that medication. [17]

Treatment for miscarriage is clinically identical to abortion care. Restricting access to abortion creates a false distinction between abortion care and miscarriage care and can lead to healthcare providers being hesitant to provide time-sensitive care in circumstances where the line between miscarriage treatment and abortion is blurry. It also limits access to the medication mifepristone, which can be used in both abortion and miscarriage care. [18]

Students and faculty in healthcare-related areas at Purdue (such as in the School of Nursing and College of Pharmacy) need their academic freedoms affirmed and protected around topics relating to abortion.

Abortion training is, both, required for accreditation, and seen as one of the “best predictors of a physician’s providing the full range of miscarriage-management options.” [19-20]

Faculty at the University of Idaho are having their academic freedom of what to teach in the classrooms restricted by an abortion ban in Idaho. Instructors who express their own beliefs, informed by their expertise, about abortion in the classroom risk prosecution. In addition, the university is prevented from providing condoms for birth control purposes, and only for prevention of STDs. [21]

SB1 will cause Purdue to have more difficulty recruiting, retaining, and helping succeed more diverse groups of students, staff, and faculty.

Given the people who can get pregnant, and those groups who seek out abortions more frequently, that Indiana has eliminated abortion care statewide will have consequences for the recruitment of diverse students, staff, and faculty to Purdue, particularly from out of state. Without affordable options for contraception and abortion, students who might get pregnant will think twice about coming to Purdue. [22] Parents will think twice about sending their children to Purdue. Like employees at other businesses in Indiana [23-24], staff and faculty recruited from out of state, whether they themselves are capable of getting pregnant, or have partners who can, or have children who can, will think twice about coming to Purdue.

SB1 will limit Purdue’s in-state industry partners, reducing opportunities for students, staff, faculty, and advancement of such collaborations.

Eli Lilly and Co., one the largest employers in Indiana and a strategic research partner of Purdue, announced that it is looking to expand outside Indiana as a result of SB1 [23]. Indiana businesses have expressed that SB1 will impede their ability to attract and retain top talent [24].

Proposal:

From the University Senate bylaws [25]: “...subject to the authority of the Board of Trustees and in consultation with the President, [the University Senate] has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes.”

The University Senate is the representative body of the Faculty at Purdue-West Lafayette, and speaks with the voice of this Faculty. Here, this document is offered in the spirit of commenting about the general welfare of those at Purdue involved in these educational processes.

The University Senate expresses its gravest concern about how SB1 will affect the recruitment, retention, and success of a diverse array of students, staff, and faculty. It makes the following requests:

1. The Senate requests the administration to find sustainable ways to improve access to affordable or free contraception for students, staff, and faculty, and increase benefits to cover anticipated increased costs for receiving reproductive healthcare out of state.
2. The Senate requests the Educational Policy Committee to revise Academic Regulation [26] on class attendance and parental leave (A.7) or on medical excused absences (A.8) to include travel needed for abortion care or time at home needed for a medication abortion. The Senate cautions that policy revisions should focus on the time needed for recovery, or on including the type of facilities that can provide said care, rather than the specific reasons for the need for care.
3. The Senate requests Human Resources and the Vice Provost for Student Life ensure that the Center for Healthy Living and PUSH provide a standard of care that ensures patients know up-to-date information about abortion services and providers, and they are part of the mix of services medical providers can prescribe.
4. The Senate requests for the administration to ensure a commitment for providing access to Plan B through PUSH, the Center for Healthy Living, and the forthcoming micro-hospital serviced by Ascension-St Vincent Hospital, a faith-based health-care provider, in the Discovery Park District. [27]
5. The Senate requests the administration make a public statement as part of its aggressive protection of academic freedom, asserting the right of healthcare faculty and students to teach and study the material judged worthy given their professional standing and by the standards of their field.
6. The Senate strongly requests the administration to assess the health risks for students, staff, and faculty at the Purdue-Northwest and Purdue-Fort Wayne campuses in terms of access to contraception and healthcare providers who will provide a

standard of care that ensures patients know up-to-date information about abortion services and providers, and they are part of the mix of services medical providers can prescribe.

The Senate acknowledges and appreciates the Purdue-Fort Wayne Senate's SD 22-1 [28] and urges faculty at Purdue-West Lafayette to become familiar with and adopt the principles referred therein.

While there is currently an injunction against SB1 [29] that has temporarily suspended its implementation, we do not trust that this ban will be overturned and not come back. We stand together, irrespective of how we personally feel about abortion, to push back on the increased healthcare costs that our community members face and that we all bear because of SB1, and to protect the academic freedom of our students, staff, and faculty.

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SD 22-08

***NEGATIVE IMPACT OF INDIANA SB-1 ON
PURDUE STUDENTS, STAFF, AND FACULTY***

FOR DISCUSSION – 10/17/22

Antonio Bobet, Civil Engineering
Min Chen, Mathematics
Daniel Frank, Philosophy
Katie Jarriel, Honors College
Cara Kinnally, Languages and Cultures
Richard Mattes, Public Health
Shannon McMullen, Interdisciplinary Studies

Alice Pawley, Engineering Education*
Alex Seto, President, Purdue Graduate Student
Government
Susan South, Psychological Sciences
Anish Vanaik, Honors College
Steve Yaninek, Entomology



Indiana Senate Bill 1

SB1 makes almost all forms of abortion in Indiana illegal

- Passed Indiana Senate July 30, 2022
- Passed Indiana House, August 5, 2022
- Signed by Governor Holcomb August 5, 2022
- Came into effect Sept 15, 2022
- Preliminary judicial injunction blocking enforcement imposed Sept 22, 2022
- Second preliminary injunction argued Oct 14, 2022

SB1 will have a detrimental effect on the Purdue community

We cite peer-reviewed research to support the argument that:

1. Reducing access to abortion disproportionately affects university students more than the general population.
2. Access to abortion care for vulnerable populations will decrease, and associated healthcare costs will increase.
3. That abortion care is eliminated in Indiana has consequences for other aspects of healthcare.
4. Students and faculty in healthcare-related areas at Purdue (such as in the School of Nursing and College of Pharmacy) need their academic freedoms affirmed and protected around topics relating to abortion.
5. SB1 will cause Purdue to have more difficulty recruiting, retaining, and helping succeed more diverse groups of students, staff, and faculty.
6. SB1 will limit Purdue's in-state industry partners, reducing opportunities for students, staff, faculty, and advancement of such collaborations.

What can the University Senate do?

From the University Senate bylaws:

“..subject to the authority of the Board of Trustees and in consultation with the President, [the University Senate] has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes.”

1. Make statements that express the will of the faculty;
2. Change the text of policies that we are in charge of (like the Academic Regulations).

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1. **Make statements that express the will of the faculty;**
2. Change the text of policies that we are in charge of (like the Academic Regulations).

Proposal

6 actions

1. Administration should increase access to free or affordable contraception on campus, and increase benefits to cover the increased cost of receiving healthcare out of state.
2. EPC should revise Academic Regulation on class attendance to be inclusive of students needing to receive reproductive care out of state, but without needing to divulge the need for such care (as records are not protected sufficiently).
3. HR and Student Life should ensure that CFHL and PUSH providers can comprehensively educate patients on reproductive care, and refer patients for abortion care out of state.

Proposal

6 actions

4. Administration should ensure Plan B (which is emergency contraception not related to abortion) is accessible at CFHL, PUSH, and Ascension-St Vincent micro-hospital when built.
5. Administration should publicly reassert its aggressive protection of academic freedom around topics related to reproductive healthcare.
6. Administration should review similar health risks for students, staff, and faculty at Purdue-Northwest and Purdue-Fort Wayne.

If this were to pass, what would happen?

This would only represent the voice of the faculty.

Relevant Senate committees would then have specific standing from the Faculty to take up specific points with the administration to bring them about.

1. Affordable contraception and improved benefits
3. Comprehensive reproductive care and prescriptions at PUSH and CFHL
4. Access to Plan B at all healthcare facilities on/near campus, including religious ones
 - Faculty Compensation and Benefits (FAC), working with MAPSAC Compensation and Benefits subcommittee, and CSSAC Executive Subcommittee, to talk with HR
 - Student Affairs Committee, PSG, PGSG working with Student Life
2. Academic Regulations Absence Policy – Educational Policy Committee
5. Public declaration of academic freedom on matters relating to reproductive healthcare – Faculty Affairs Committee
6. Review of policies at PNW and PFW – Intercampus Faculty Council

Please send questions, revisions by Nov 3 to

apawley@purdue.edu

Vote anticipated Nov 21

CHAIR'S COMMENTS

October, 2022

Update: October Board of Trustees Meeting

- Congratulations to 7 faculty Colleagues receiving named appointments
- Board approved funds for implementing classroom updates related to Transformation Education 2.0
- Senate report Cliff's notes:
 - Moment of reflection for loss of student at McCutcheon
 - highlighted activity/discussion around authorship guidelines, open access publication, SB-1 concerns and shared governance

- Link to BoT Meeting details:
 - <https://www.purdue.edu/bot/meetings/past-meetings/2022/oct/index.php>

Thank you to everyone

- Mid semester stress for all of our teaching faculty/staff/advisor
- Supporting students, faculty and staff impacted by the event in McCutcheon Hall

<https://www.youtube.com/watch?v=6roYCQ1S2aU>

THANK YOU



University Senate

10/27/2022

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