

UNIVERSITY SENATE
Third Meeting, Monday, 19 November 2018, 2:30 p.m.
Pfundler Hall, Deans Auditorium

AMENDED AGENDA

1. Call to order Professor Natalie J. Carroll
2. Approval of Minutes of 15 October 2018
3. Acceptance of Agenda
4. Remarks of the Senate Chair Professor Natalie J. Carroll
5. The Purdue 150th Anniversary Campaign Vice President for Public Affairs Daniel Hasler
6. Question Time
7. Résumé of Items Under Consideration
by Various Committees For Information
Professor Gerald E. Shively
8. Consent Agenda – two items For Action

Senate Document 17-14 Senate Representation of the
Honors College Professor Deborah L. Nichols

Senate Document 18-04 Senate Reapportionment Professor Gerald E. Shively
9. Senate Document 18-01 Purdue Student Government
Resolution on Jury Duty Absence Policy For Action
Professor Christopher W. Clifton
10. Senate Document 18-02 Purdue Graduate Student Government
Bill of Rights and Responsibilities Resolution For Action
Professor Cristopher Clifton
11. Senate Document 17-15 Updated Language for Core Curriculum
Appendices For Action
Professor Michael T. Harris
12. Senate Document 18-03 Purdue University Global Student and
Faculty Rights For Action
Professor David A. Sanders
13. Presentation from the Faculty Compensation and
Benefits Committee (FCBC) For Information
FCBC Chair, Professor Peter Goldsbrough
14. Update on the LMS/Blackboard Learn Review Project For Information
Associate Vice Provost Jenna Rickus
15. New Business
16. Memorial Resolutions
17. Adjournment

UNIVERSITY SENATE

Third Meeting, Monday, 19 November 2018, 2:30 p.m.
Pfendler Hall, Deans Auditorium

Present: *J. W. Camp (Secretary of Faculties and Parliamentarian), Natalie Carroll (Chair of the Senate), C. A. Cooky (Vice-Chair of the Senate), A. Banks, A. C. Rollock, A. Francis, A. Freed, A. Irfanoglu, A. M. Beck, A. Ruple, A. Samarapungavan, B. Craig, B. H. Sorge, B. Zenor, C. A. Hill, C. E. Butzke, C. W. Clifton, D. Ferullo, D. J. Love, D. Koltick, D. L. Nichols, D. S. Elliott, D. Sanders, D. Saraswat, E. Kossek, E. P. Kvam, E. T. Matson, F. J. Dooley, G. E. Shively, H. A. McNally, H. Beasley, J. Ann Banks, J. F. Yaticilla, J. Harris, J. Mick La Lopa, J. Neal, J. Olek, J. Reynolds, J. Rhoads, J. T. Akridge, K. Ajuwon, K. Gehres, K. L. Sermersheim, K. Williams, L. Claxton, L. Kane, L. Nies, L. Prokopy, L. Rokhinson, L. Sherman, M. Conaway, M. Corless, M. Lill, M. Rispoli, M. Smith, M. T. Harris, N. Knobloch, P. Bermel, P. Hollenbeck, Q. Song, R. Adams, R. E. Jones, R. Fouché, R. Nowack, R. Pinal, R. Rapp, R. X Browning, S. C. Chang Alexander, S. Hooser, S. Martin, S. No, S. Scott, S. Wereley, T. Bailey, T. Kelley, T. McGraw, T. Sizyuk, V. Duffy, W. J. Hutzel, W. McBride, and S. Johnson (Sergeant-at-Arms).*

Absent: President M. E. Daniels Jr., B. J. Alge, C. Das, C. Fisher, D. Eichinger, D. W. Smith, E. J. Delp III, E. Otarola-Castillo, F. Berry, G. Blaisdell, G. M. Michalski, H. Sypher, J. A. Story, J. Cover, J. Dworkin, J. Janick, J. Pula, K. Abrahamson, K. Matsuki, M. Gribskov, M. Thom, N. J. Olynk Widmar, N. Kong, P. Robinson, R. Kaufmann, R. Lucht, R. Malo, S. Lee, S. M. Brouder, S. S. Broyles, T. Bhattacharya, W. E. Sullivan, A. Rodriguez, B. Frazee, B. McCuskey, B. Vale, D. Vukobratovich, J. Huber, J. L. Mohler, M. B. Cline,

Guests: J. Fish (TLT), A. Nickel (Marketing & Media), A. Weliever (Exponent), E. Slater (Exponent), P. Goldsbrough (BTNY), A. Hirsch (PHYS/LMS), and R. Pinal.

1. The meeting was called to order at 2:35 p.m. by Chairperson Natalie Carroll.
2. The minutes of the 15 October 2018 Senate meeting were approved as distributed.
3. The November Senate Agenda was amended to remove **Senate Document 18-02, *Purdue Graduate Student Government Bill of Rights and Responsibilities Resolution***, from the consent agenda at the request of Professor Vincent Duffy. Following appropriate parliamentary procedures, his request was granted. The amended Agenda was approved by unanimous voice vote.
4. Professor Natalie Carroll presented the remarks of the Chairperson (see **Appendix A**).
5. Vice President for Public Affairs Daniel Hasler presented remarks about the Purdue University 150th Anniversary activities that have already started (see **Appendix B**). He encouraged the faculty and staff members to be involved and send him any suggestions concerning additional activities or other matters associated with the celebration. Vice President Hasler left thumb drives with numerous presentations about the Anniversary activities.
 - Provost Akridge reminded the Senate that each College is highlighted during a month throughout the year. Vice President Hasler noted that the College of Science was first highlighted and the Purdue Polytechnic Institute is highlighted in November.
 - Professor David Sanders noted that on the presentations, there was not much in the way of audience participation. Vice President Hasler said that, in some cases, the presenters stipulated that no questions could be asked. They encourage the presenters to spend time in small classrooms to enhance opportunities for

interactions with the students. Unfortunately, not all of the presenters want to do that and if they are particularly scintillating, it is hard to not invite them to Purdue University. However, if they are willing to do small-classroom and large-audience sessions, it does tend to attract more students who have seen them earlier in the day.

6. Question Time: No questions had been received or came from the floor.
7. Representing the Steering Committee, Professor Gerald Shively presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix C). The Chairs of the Senate Standing Committees briefly described the current activities of their respective committees. It was noted that the Nominating Committee members seek an immediate replacement member for the Equity and Diversity Committee.

As part of the ROI presentations, Professors Deborah Nichols and Stephen Beaudoin provided an update on the activities of the Purdue Global Select Committee (see Appendix D). Following the presentation, they entertained questions from the Senate floor.

- Professor Linda Prokopy expressed concern about the Red Alert category imposed on the Purdue Global Faculty. Specifically, she is concerned with answering media questions about one's research. Professor Beaudoin stated that it is not about a faculty member's research rather it would concern answering questions about the institution. Professor Beaudoin believes that faculty are allowed to talk with reporters without asking permission from the administration when the questions deal with the faculty member's research. He can seek clarification about the issue, if that is the wish of Professor Prokopy. In conversation with Chancellor Betty Vandebosch, they learned that official statements are different from individual faculty statements, although this is not clearly stated in the guidelines. In cases where there is a need for an official statement, the institutional administrators want to know so that they can make the official statement. This does not preclude faculty from discussing their own research and scholarship activities with reporters. Professor Prokopy believes these guidelines about individual statements vs. official statements should be more clearly spelled out. Professor Beaudoin emphasized that the guidelines are not intended to stifle faculty, staff, or students in their expression of personal opinions. Again, they ask for clarification about what are official institutional matters and what are personal matters.
- Professor Ellen Kossek expressed concerns about the Channel Conflicts that were described by Professors Nichols and Beaudoin. Have any programs at Kaplan gone away since the acquisition of Kaplan by Purdue University? Professor Nichols said that the Learning Design and Technology Master's program at West Lafayette is working with the equivalent program at Purdue Global and the program at Purdue Global will be awarding only certificates, not full degrees. As this type of merger is her specialty, Professor Kossek said she would be surprised if no programs disappear from Purdue Global or be integrated with programs at West Lafayette. Duplicate programs concern her. For example, she came from Michigan State University and it always bothered her that there were two medical schools on campus. Professor Kossek suspects there are duplications and she hopes this issue can be reviewed as we move forward. Professor Beaudoin said that the nursing programs at both institutions are strong, so the geo-fencing method is used to keep the programs separate. In parts of Indiana where the

Purdue University program is strong, the Purdue Global program will not compete. Purdue Global's nursing program will focus on geographic areas not served by Purdue University's program. Professor Nichols noted that each institution serves different student populations- Purdue Global is more of a completion institution, while the Purdue University system has more of a traditional-age student population. Professor Kossek commented that, in terms of culture, an organization can have its internal narrative and an external market. How the organization adapts to the external market is important. She has been approached by people from Vanderbilt University and other institutions who do not understand the distinction between Purdue University and Purdue Global. We may have an understanding of the narrative within, but she encourages the gathering of market data to determine how people perceive Purdue Global versus Purdue University. Anecdotally, she believes the external market does not follow our internal narrative. Professor Nichols said this is all part of the brand-blurring issue that Vice President Gerry McCartney has as part of his job assignment.

- Professor David Sanders asked about concerns associated with who owns the content of particular classes. Professor Beaudoin stated that nobody has brought these concerns to the Purdue Global Select Committee. No concerns expressed by whom? Professor Sanders then asked about the non-disclosure agreements (NDA) and Professor Beaudoin said that the NDA will not go away because an NDA covers institutional behaviors and institutional information. For example, Purdue University collaborates with companies that do marketing and set up courses as well as put courses on the internet for Purdue University. These companies require non-disclosure agreements to protect proprietary information about their internal processes and procedures. At Purdue Global, course development is a group effort. They consider this to give them an edge in the market in getting their courses out and getting students enrolled. Courses developed by the group efforts of Purdue Global faculty are owned by Purdue Global. They treat this as a work-for-hire arrangement. In our model, you own the class materials that you develop. If you contribute this content to a Purdue Global course, the agreements on ownership have not been worked out yet. Professor Sanders asked if all Purdue Global faculty still must sign an NDA? Professor Beaudoin said his understanding is that internal processes are still in place for Global, but he might be wrong because he does not have the information about this issue. Professor Sanders expressed concerns about the large advertising budget of Purdue Global and the fact that Purdue Global does not have to comply with open records laws. Professor Beaudoin noted that the \$100 million marketing budget for Purdue Global is what they need to remain competitive in their part of the education market. Issues that go back-and-forth between Purdue Global and the Purdue University system would be subject to open-records laws. Only internal Purdue Global matters are exempt from the open-records laws.
- Professor Cheryl Cooky mentioned that in previous discussions with University Counsel Steve Schultz the justification for exemption from open-records laws is related to the fact do not receive State money. Professor Nichols said Professor Cooky's recollection is correct. Vice Provost Frank Dooley said that the \$100 million expense is a one-year rebranding expenditure that is far beyond the annual amount Purdue Global spends on marketing.
- Professor Stephen Martin stated that if Purdue Global is a Land-Grant institution, it should be subject to the open-records laws. Professor Beaudoin said that this matter will be discussed with the administration and get an answer for the Senate.
- Professor William McBride took issue with the Purdue Global Red Alert item

concerning protests, picketers, and other unwanted illegal trespassers. Not all protests are illegal, they may be unwanted, but are not illegal. Professor Beaudoin said that the update from Purdue Global is not complete and the items Professor McBride is concerned with might be under discussion by the Purdue Global Faculty Senate. Professors Beaudoin and Nichols will provide updated information about this issue as well as the media contact issue when received from the Purdue Global Faculty Senate. Their Faculty Senate members are amenable to modifying these statements. When finished, the full document will be sent to our Purdue Global Select Committee and then to Se'Andra Johnson for posting on the University Senate website.

8. Professor Vincent Duffy expressed concern about the inclusion of Senate Document 18-01, *Purdue Student Government Resolution on Jury Duty Absence Policy* in the consent agenda. Professor David Sanders asked for removal of Senate Document 18-01 from the consent agenda. This request was automatically honored, per appropriate parliamentary procedure. Removal from the consent agenda led to its consideration as the next item for Action. The amended Consent Agenda was approved by unanimous voice vote leading to the approval of Senate Documents 17-14 and 18-04.
9. Professor Christopher Clifton presented Senate Document 18-01, *Purdue Student Government Resolution on Jury Duty Absence Policy*, for Action. Professor Duffy expressed unease about the wording of the "Whereas" clause dealing with the student absence policy. Professor Clifton described the types of excused absences covered by the current student absence policy. Professor Clifton noted that the University does have a policy for faculty and staff jury duty. Professor Duffy suggested this proposal along with the University policy on student attendance deal with different issues than the University policy on faculty and staff jury duty absences. Faculty in his department, Industrial Engineering, are concerned that the responsibility of students to make up missed class work is not addressed in Senate Document 18-01. Vice Provost Dooley noted that we do have a policy that addresses class attendance and such issues as grief absence and military duty absence. He agreed with Professor Duffy that the specific issue of jury duty absence should be woven into the existing policy on student class attendance. Professor Clifton emphasized that this document is suggesting a change to the policy on student absences (student class attendance). The Educational Policy Committee (EPC) or the University Administration could take up this issue. The University Administration has the power to make the change in the policy without approval from the University Senate. The discussion continued as Senators sought clarification of the various policies that might, or might not, be influenced by the proposed change. Professor Jonathan Neal made a motion to amend the document by striking the fourth "Whereas" clause. His motion was seconded. An amendment to the initial amendment (subsidiary motion) was suggested to remove only the parenthetical part of the fourth "Whereas" clause. The second subsidiary motion (second amendment) was accepted by consent of the Senate. Back-and-forth discussion occurred about the existing attendance policy document as well as the Senate documents upon which the attendance policy was based. Professor Cooky asked for additional clarification and searched our University website to find the student attendance policy. She read some of the language of the existing policy to the Senate. Professor Matt Conaway read the clause about approval of absences other than those specified are at the discretion of the instructor. He stated the point of this proposed change was to provide protection for our students for jury duty which is a civil duty beyond their control. Professor Jenna Rickus noted the current attendance policy is in Student Regulations and this refers to the Senate Documents that serve as the basis. Vice Provost Dooley said

that the Senate Documents that are referred to are the sources of the University attendance policy that has been amended over time based on the Senate Documents. In most cases, professors work with students to deal with absences, such as those due to jury duty, but the occasional case occurs where a professor is unwilling to cooperate. These cases rise to the level of the Dean of Students Office or the Provost Office for resolution. It will help Vice Provost Dooley if the specific clause about jury duty was written into the student attendance policy. Professor Clifton said that many students, staff and faculty believe that class attendance is a legitimate reason to be excused from jury duty, but that is not the case. Hence, the specific clause about jury duty as an official absence would serve to clarify the matter for all parties. A motion was made and seconded to send the document to the EPC for additional modification. The motion to return the document to the EPC was approved by unanimous voice vote. With the passage of the motion to send the document to the EPC, the previously proposed amendments became moot.

10. Professor Christopher Clifton presented **Senate Document 18-02**, *Purdue Graduate Student Bill of Rights and Responsibilities*, for Action. Professor Clifton noted the changes that were made to the document based on suggestions from the October Senate meeting. Based on these suggestions, the first clause of the document was stricken as it added little to the resolution. Professor Clifton made a motion for approval of the document and his motion was seconded. Professor Vincent Duffy brought items of concern from his department colleagues. For example, was consideration given to the existing Student Bill of Rights? Professor Clifton said the existing Bill of Rights was reviewed, but to amend that Bill of Rights would be difficult because there are issues faced by graduate students that are not faced by undergraduate students. The issues faced only by graduate students are not addressed in the existing Bill of Rights. The proposed graduate student Bill of Rights is viewed less as a set of policies and more as a starting point providing guidelines from which policies can later be derived. The discussion ended and the vote was taken. Senate Document 18-02 was approved by majority voice vote with one vote in opposition.
11. Professor Michael Harris, Chair of the Educational Policy Committee (EPC), presented **Senate Document 17-15**, *Updated Language for Core Curriculum Appendices*, for Action. A motion was made to approve the document. Professor Harris explained the rationale for the proposal and the collaboration of the EPC and the Undergraduate Curriculum Council (UCC) in making modifications to the document. Professor Gribskov asked for clarification about the meaning of the document's clauses. Professor Susie Swithers, UCC Chair, responded that the goal of the changes is to help the UCC determine whether or not students have met the foundational outcomes for these mathematics skills. The existing language for algebra skills is not foundational as is the case for other skills. If approved, the language changes for the mathematics skills will now align with the wording for all of the other foundational outcomes skills. The UCC benchmarked the proposed language changes with descriptions of mathematics and/or quantitative reasoning outcomes from other Big-10 institutions as well as the Statewide core requirements. The proposed language changes were developed by the UCC and EPC after benchmarking. Professor David Sanders made suggestions for word changes in the first sentence. Professor Swithers noted that hundreds of different descriptions could be written, but there would still be faculty members who were not satisfied with the wording. The proposed word changes will allow the UCC to do its job, even if the wording is not perfect. Professor Clifton suggested the wording could be viewed as changing the expected outcome requirements and Professor Swithers agreed with his characterization. Professor Shively suggested that the Senate not make the perfect the enemy of the good. The discussion ended and the document passed by unanimous voice vote.

12. Professor David Sanders presented [Senate Document 18-03](#), *Purdue University Global Student and Faculty Rights, for Action*. Instead of voting on the document at this Senate meeting, Professor Sanders made a motion to postpone consideration of this document until the January meeting to allow input from the Purdue Global Select Committee. The motions was seconded. The motion to postpone was approved by unanimous voice vote.
13. Professor Peter Goldsbrough, Chair of the Faculty Compensation and Benefits Committee (FCBC) presented an update from the committee (see [Appendix E](#)). Following the presentation, he entertained questions from the Senate floor.
 - Professor Sanders would like the FCBC to determine if other health care programs are as dependent on HSAs as is Purdue's program. Professor Goldsbrough said he has looked at institutions in neighboring states. Those that he reviewed have health insurance programs that are very similar to Purdue's program. He is uncertain if the costs are comparable. Professor Sanders suggested that the comparison with other programs should be with peer institutions, not with local businesses and that this should be stressed with the administration. Professor Goldsbrough said the administrators are aware of this. Finally, Professor Sanders emphasized the need to protect our health care data. If the administrators of our health care plan cannot protect our data, they should not collect those data. Professor Goldsbrough stated that this is a point of emphasis for Purdue University.
 - Professor Cooky asked if the committee (not the FCBC) that is meeting monthly is an *ad hoc* committee or some other type of committee. Professor Goldsbrough said that it is an *ad hoc* group involving CSSAC, APSAC and the FCBC. He is uncertain if will exist beyond the current year, but he is hopeful it will. He envisions this group as a means for employees to provide input into the health care program planning process.
14. Associate Provost Jenna Rickus updated the Senate members on the LMS/Blackboard Learn Review Project (see [Appendix F](#)). Following the presentation, she entertained questions from the Senate floor.
 - In answer to a question from Professor Jules Janick, Vice Provost Rickus stated that the current version of Blackboard Learn is going away and will not be supported by the company. Hence, it is necessary to consider the available options for a learning management system.
 - Professor Sanders noted that the process is excellent. He noticed that the Chief Academic Officer of Purdue Global is included on the review committee. He asked if Purdue Global or Kaplan have existing relationships with any of the candidate companies. Associate Provost Rickus noted that Purdue Global is associated with Bright Space-Desire to Learn. PUWL and PNW have a common instance of Blackboard Learn. PFW has its own instance of Blackboard Learn.
15. New Business
16. Memorial Resolutions
17. Having no additional business, the meeting adjourned at 4:45 p.m.

16 April 2018

To: The University Senate
From: University Senate Faculty Affairs Committee
Subject: Senate representation of the Honors College
Disposition: University Senate for Discussion

WHEREAS: The Honors College currently has no representation in the Senate; and

WHEREAS: It is desired that the Honors College have an Advisor to the Senate, who shall have full speaking privileges and be eligible to serve on standing committees;

THEREFORE, BE IT RESOLVED THAT:

The following changes be made to the University Senate Bylaws:

1. Insert the following sentence in the first paragraph of 2.c, after the sentence “There shall be between six and fifteen designated Advisors to the Senate, who shall be accorded full floor privileges but not the vote:” “One of these shall be a representative of the Honors College, who shall be elected by the faculty of the Honors College in a manner consistent with the election of senators (2.03).”
2. Change the following sentence in the first paragraph of 2.c, increasing the maximum number of advisors to 16:

From “There shall be between six and fifteen designated Advisors to the Senate, who shall be accorded full floor privileges but not the vote” to “There shall be between six and sixteen designated Advisors to the Senate, who shall be accorded full floor privileges but not the vote.”

3. Change the following sentence in the first paragraph of 2.c, to correct subsequent grammar:

From “these Advisors shall be members of the administrative staff recommended by the Senate by virtue of their positions and appointed by the President” to “the remaining Advisors shall be members of the administrative staff recommended by the Senate by virtue of their positions.”

Approving

Greg Blaisdell
Alexander Francis
Peter Hollenbeck
Jessica Huber
Steven Landry (Chair)
James Pula
Audrey Ruple
Steven Wereley

Not Voting

Christian Butzke
Cheryl Cooky
Robert Lucht
Deborah Nichols
Sriramesh Krishnamurthy
Linda Prokopy
Paul Wenthold

TO: The University Senate FROM: Educational Policy Committee
SUBJECT: Updated Language to Core Curriculum Senate Document 11-7 Final Appendices 20 February 2012 revised 11 February 2015
DISPOSITION: University Senate for Discussion and Vote
RATIONALE: The Senate Document 11-7 Appendices lay out the foundational outcomes. The “Key skills” entry of section 4. Science, Technology and Mathematics contains the skill

“**College Algebra:** Students must pass this content area or earn a score of 75 or higher on a proctored ALEKS exam.”

Contrary to all other skills, this is not in outcomes language. To rectify the situation the following changes are proposed:

Existing	Proposed
<p>4. Science, Technology and Mathematics -- the ability to understand and apply basic scientific, quantitative, and technological content knowledge.</p> <p>Key skills:</p> <ul style="list-style-type: none"> • College Algebra: Students must pass this content area or earn a score of 75 or higher on a proctored ALEKS exam. 	<p>4. Science, Technology and Mathematics -- the ability to understand and apply basic scientific, quantitative, and technological content knowledge.</p> <p>Key skills:</p> <ul style="list-style-type: none"> • Mathematics/Quantitative Reasoning (QR): Acquire skills in mathematics, computational reasoning, statistical analysis or formal logic; construct logical arguments based upon the rules of inference; analyze, present, and interpret numerical data; apply mathematical methods to solve problems while defining assumptions, rationale for the process chosen, and determining the reasonableness of the solutions.

Approved:

Mike Harris (Chair)
Frank Dooley (Provost)
Howard Sypher (CLA),
Steve Martin (MGMT)
Steven Broyles (BCHEM)
Nan Kong (BCHEM)
Andrew Freed (EAPS)
Bianca Zenor (VET)
Ayhan Irganoglu (CE)

Abstain:

Voted against:

To: The Purdue University Senate
From: Chris Clifton, Chair, Student Affairs Committee
Subject: Purdue Student Government Resolution on Jury Duty Absence Policy
Disposition: University Senate for Discussion

WHEREAS, According to the Indiana Judicial Branch: “Jury duty represents one of the most important civic responsibilities we have as citizens. When you fulfill your obligation for jury service, you are helping to protect our liberties and to preserve our system of justice”ⁱ; and

WHEREAS, “If a prospective juror fails to appear under the supervising judge’s order or fails to show good cause for the failure to appear as directed by the jury administrator, the prospective juror is subject to criminal contempt”ⁱⁱ; and

WHEREAS, Most Purdue students meet the qualifications to serve a term of jury serviceⁱⁱⁱ; and

WHEREAS, Purdue University recognizes the importance of jury duty and witness duty as civic duties (Purdue University Policy VI.E.2)^{iv}; and

WHEREAS, Purdue students may be required to attend jury duty or witness duty during an academic term; and

WHEREAS, Status as a student does not exempt any person from serving jury duty or witness duty; and

WHEREAS, Purdue Student Senate Resolution 17-11 supports the addition of a clause in the Student Absence Policy explicitly denoting jury duty and witness duty as excused absences for Purdue students and asks that the University Senate deliberate on this matter;

THEREFORE, BE IT RESOLVED that The Purdue University Senate supports the addition of a clause in the Student Absence Policy explicitly denoting jury duty and witness duty as excused absences for Purdue students.

Respectfully submitted,
Chris Clifton, Chair
Student Affairs Committee

Approve:

Heather Beasley
Chris Clifton
Matt Conaway
Rayvon Fouché
Jason Harris
Russell Jones
Kenji Matsuki

Beth McCuskey
David Sanders
Anumitha Venkatraman

Not Present:

Brad Alge
Tom Atkinson
James L. Mohler
Jon Story
Steve Wereley

- i . Indiana Judicial Branch. Serving Jury Duty. <http://www.in.gov/judiciary/2627.htm>
- ii . Indiana Code 2017: IC 33-28-5-17. <http://iga.in.gov/legislative/laws/2017/ic/titles/033#33-28>
- iii . United States Courts. Juror Qualifications. <http://www.uscourts.gov/services-forms/jury-service/juror-qualifications>
- iv . Purdue University Policy Office. Leave for Faculty, Continuing Lecturers, and Administrative, Professional, Clerical, and Service Staff (VI.E.2)

To: The Purdue University Senate
From: Chris Clifton, Chair, Student Affairs Committee
Subject: Purdue Graduate Student Government Bill of Rights and Responsibilities
Disposition: University Senate for Discussion

WHEREAS, An inexplicitly defined role for graduate students in the context of the university can allow for ambiguities and misunderstanding that negatively impact their experience and success in their graduate endeavors; and

WHEREAS, No Purdue University-sponsored document fully describes the rights and responsibility of the graduate student body and their relation to the university, acknowledging: (1) “Purdue University Bill of Student Rights”, which provide general discussion of student rights with no specific focus on graduate students, (2) “Guidelines for Graduate Student Mentoring and Advising” approved by the Graduate Council that provides discussion of expectations related to graduate student experience but represents faculty instruction to faculty, and (3) the Graduate School’s “Policies and Procedures for Administering Graduate Student Programs” whose relevant sections provide important but incomprehensive discussion of graduate student rights and responsibilities; and

WHEREAS, The Graduate Student Bill of Rights and Responsibilities¹ provides a thorough and directed discussion to improve graduate student awareness of important considerations related to the graduate experience and provides the context for discourse to promote an environment of mutual success and improvement of the graduate experience;

THEREFORE, BE IT RESOLVED that The Purdue University Senate endorses the Graduate Student Bill of Rights and Responsibilities as passed by the Purdue Graduate Student Government.

Respectfully submitted,
Chris Clifton, Chair
Student Affairs Committee

Approve:

Heather Beasley
Chris Clifton
Matt Conaway
Rayvon Fouché
Jason Harris
Russell Jones
Kenji Matsuki
Beth McCuskey
David Sanders

Anumitha Venkatraman

Not Present:

Brad Alge

Tom Atkinson

James L. Mohler

Jon Story

Steve Wereley

i See <https://drive.google.com/drive/folders/0By3sFdKQNugNbfB2aDBtbTF5c2c>

To: The University Senate
From: David A. Sanders
Subject: PUG Student and Faculty Rights
Disposition: University Senate for Approval

WHEREAS: Purdue University faculty, including faculty associated with University Senate-derived Committees, successfully advocated for the elimination of mandatory nondisclosure agreements as conditions of employment for Purdue University Global faculty; and

WHEREAS: Purdue University Global requires students to sign forced-arbitration agreements as a condition of enrollment; and

WHEREAS: These forced-arbitration agreements compel students or former students to waive their rights to join a class action or a jury trial and apply forced arbitration even to cases of fraud or misrepresentation “relating to advertising or other solicitations to enroll at Purdue Global;” and

WHEREAS: The Purdue University Global “Faculty 60 Minute Rule” places prior restraint on faculty free-speech rights by demanding that faculty send an e-mail message to University leadership within 60 minutes of media contact; and

THEREFORE, BE IT RESOLVED THAT:

1. The University Senate strongly urges the Purdue University Global Administration to end the use of forced-arbitration agreements as a condition of student enrollment.
2. The University Senate strongly urges the Purdue University Global Administration to end the application of the 60-minute rule to media contact by the faculty.
3. The University Senate, in order to protect the interests of current and future faculty and students, strongly urges the Purdue University

faculty to reject participation with Purdue University Global until the termination of forced-arbitration agreements as a condition for student enrollment and of the 60-minute rule for faculty notification concerning media contact is confirmed.

Respectfully submitted by David A. Sanders

TO: The University Senate
 FROM: University Senate Steering Committee
 SUBJECT: Reapportionment of the University Senate
 REFERENCE: University Senate Document 90-5; University Code D 3.00; Bylaws of the University Senate, Items 2.00 and 2.01
 DISPOSITION: University Senate for Approval and Faculty Units

Section D 3.00 of the University Code and the Bylaws of the University Senate, provide that the University Senate shall be composed of one hundred two members. Ten of these are specified in the items 1 through 10 below. The other slots will be apportioned among the West Lafayette faculty units, according to the number of faculty members, with the provision that no faculty unit shall have fewer than two Senators. There are 2181 voting faculty members at the West Lafayette campus. When this number is divided by ninety-two the result is 23.71. Therefore, to qualify for two Senators, a faculty unit should have at least 47 voting faculty members. However, since no faculty unit can have fewer than two Senators, the Libraries unit qualifies for two Senators with 32 faculty members. The remaining units have a total of 2149 voting faculty members with ninety Senate seats remaining to be apportioned among them. The apportionment of Senators for each of these remaining units was obtained by dividing the number of voting faculty in the faculty unit by 23.71. The results are as follows: Agriculture, 13.07; Education, 3.04; Engineering, 17.63; Health & Human Sciences, 9.78; Liberal Arts, 11.56; Management, 4.68; Pharmacy, 3.42; Science, 14.04; Purdue Polytechnic Institute, 8.44; Veterinary Medicine, 4.98. In order to achieve the desired 90 Senators, the College of Liberal Arts was closest to being below 0.50 and thus was assigned a value of 11 Senators. The remaining nine units were rounded to the nearest integer.

	No. Voting Fac. Members 6 November 2017	Number of Senators 2018-2019	No. Voting Fac. Members 12 November 2018	Number of Senators 2019-2020
<u>Areas Represented</u>				
1. President		1		1
2. Chief Academic Officer		1		1
3. Chief Fiscal Officer		1		1
4. Chairperson of the Senate		1		1
5. Vice-Chairperson of the Senate		1		1
6. Purdue Northwest		1		1
7. Fort Wayne Campus		1		1
8. IUPUI Campus		1		1
9. Undergraduate Student		1		1
10. Graduate Student		1		1
11. Faculty Units				
<i>Agriculture</i>	305	13	310	13
<i>Education</i>	67	3	72	3
<i>Engineering</i>	420	18	418	18
<i>Health & Human Sciences</i>	220	9	232	10
<i>Liberal Arts</i>	282	12	274	11
<i>Libraries</i>	34	2	32	2
<i>Management</i>	107	5	111	5
<i>Pharmacy</i>	79	3	81	3
<i>Science</i>	329	14	333	14
<i>Purdue Polytechnic</i>	189	8	200	8
<i>Veterinary Medicine</i>	118	5	118	5
	2150	102	2181	102

Approving

Jo Ann Banks
 Alan Beck
 Natalie Carroll
 Robyn Malo

Helen McNally
Jeff Rhoads
Dharmendra Saraswat
Gerald Shively
Jane Yacilla

November 19, 2018

BENEFITS CHANGES, TOWN HALL MEETING

- In collaboration with APSAC and CSSAC
- 300-350 people, also online, and video taped
- Background slides on the proposed changes to benefits is at the Senate calendar, agenda, and documents website, www.purdue.edu/senate/calendar/
- Video on APSAC website or at: <https://youtu.be/gl1YD208WtQ>
- Professor Goldsbrough, chair of the FCBC will be providing an update later in the meeting today.

Employee feedback sought on benefits enrollment, wellness offerings. See Purdue Today (today) or via the home page of the [Benefits website](#).

Chair Remarks

Résumé Of Items

[Senate Doc 17-14 Senate Representation of Honors College](#)

[Senate Doc 17-15 Updated Language for Core Curriculum Appendices](#)

[Senate Doc 18-01 Purdue Student Government Resolution on Jury Duty Absence Policy](#)

[Senate Doc 18-02 Purdue Graduate Student Government Bill of Rights and Responsibilities Resolution](#)

[Senate Doc 18-03 Purdue University Global Student and Faculty Rights](#)

[Senate Doc 18-04 Senate Reapportionment Purdue Benefits Changes Townhall Meeting Presentation](#)

CONSENT AGENDA

- The Steering Committee members felt that 4 documents were not controversial and unlikely to be questioned.
- Therefore, they are listed together in a Consent Agenda (#4)
- Any member has the right to remove any (or all) of these documents from the Consent Agenda and transferred to the regular agenda for individual discussion and vote.

Consent Agenda

Organizations having a large number of routine matters to approve often save time by use of a *consent agenda*, also called a *consent calendar* or *unanimous consent agenda*. This is a portion of the printed agenda listing matters that are expected to be non-controversial and on which there are likely to be no questions.

Before taking the vote, the chair allows time for the members to read the list to determine if it includes any matters on which they may have a question, or which they would like to discuss or oppose. Any member has a right to remove any item from the consent agenda, in which case it is transferred to the regular agenda so that it may be considered and voted on separately. The remaining items are then unanimously approved *en bloc* (as a whole) without discussion, saving the time that would be required for individual votes.

FACULTY COMMITTEE POPULATION REMINDER

- The call for Faculty Committee members will come out in early January
- The focus for this committee is faculty, not for Senators,
- New Senators, and those not currently serving, will be asked to serve on Standing Committees in March.
- Please encourage your colleagues to self-nominate.

Standing Committee	Faculty Committee reporting to
Advisory	None – Nominating Committee does by virtue of position)
Educational Policy	Academic Progress and Records Scholastic Delinquencies and Read Committee for Student Excellence Academic Organization University Curriculum Committee
Faculty Affairs	BIER Censure and Dismissal Procedures Faculty Compensation and Benefit Grade Appeals
Nominating	None
Steering	None
Student Affairs	Athletic Affairs
University Resources Policy	Architectural and Landscape Design Library Committee Parking and Traffic Staff Appeal Board for Traffic Reg Visual Arts Sustainability Committee
Other (do not report to any Standing Committee)	Promotions, Committee A Promotions, Committee B



150 **1869**
2019
YEARS OF GIANT LEAPS™

Purdue University's Sesquicentennial celebration is a time to spotlight Purdue's people — past and present — for the world, and draw a daring vision for the future. It's a time to redefine the scope of land-grant universities and challenge global leaders to take GIANT LEAPS to solve worldwide problems.

VISION

Our calling is simple: Whatever your pursuit, take Giant Leaps.

A Boilermaker learns that commitment combined with elbow grease will be rewarded ... that here we will be provided resources to step up to grand challenges. To grow and innovate. To better the world.

We are Purdue University. We've built an elite intellectual and collegial community that spans oceans and history. Our 150-year legacy, unlike any on the planet, is a springboard for renewed commitment to growth, discovery and innovation.

We've made giant leaps across every field of endeavor — aeronautics to agriculture, engineering to education, business to athletics, technology to human sciences.

Boilermakers have left footprints for 150 years.

You can see them throughout Indiana, across our country and around the world. You can see them on the moon, where Neil Armstrong stepped 50 years ago. It was a giant leap for mankind, he said.

It's what we do. Follow our footsteps ... and make your own.

For more information or
to join in the celebration,
visit purdue.edu/giantleaps
or email giantleaps@purdue.edu

PURDUE
UNIVERSITY®

150th CAMPAIGN THEMES

TOPIC 1

Giant Leaps in Space: Earth, Exploration, Economics

Expanding into our solar and stellar neighborhood can yield high economic, social and scientific rewards on Earth if we mitigate the risk and meet the technological challenges. Can we reach beyond our solar neighborhood? Is a self-sustaining space economy emerging to support this frontier? Can the geopolitical regulations for safety and access be built on the Outer Space Treaty?

TOPIC 2

Giant Leaps in Artificial Intelligence, Algorithms and Automation: Balancing Humanity and Technology

Innovations in digitization, machine learning, robotics and artificial intelligence are profoundly reshaping every aspect of life. While these advances hold tremendous promise to help tackle critical issues such as poverty and disease, they are also likely to introduce new concerns such as automation of jobs, cyberwarfare and tyrannical social engineering. Will we control tomorrow's machines, or will they control us? Finding the right balance between humanity and technology will be critical.

TOPIC 3

Giant Leaps in Health, Longevity and Quality of Life

Recent advances in genomics technologies have ushered in a new era of biomedical research to assess, detect, prevent and treat diseases while optimizing the quality of life over the life course. Discussions around this topic will examine evidence-based methods to prevent and cure disease. Scientific frontiers to enable longer and higher-quality human life — including genomic medicine and neurogenesis in later life as well as behavior change, robotics and community development — will be addressed.

TOPIC 4

Giant Leaps Toward a Sustainable Economy & Planet: Innovate Today for a Sustainable Tomorrow

In the last 200 years, our population has grown from 1 billion to 7.6 billion and is projected to be nearly 10 billion by 2050. We will need to adapt to meet the rising demand for food, water and energy. At the same time, rapid, exponential advances in science and technology continue to revolutionize how we live, think and work. Can technology, innovation and the marketplace converge to continue to generate economic growth areas in the global economy? Can humankind create a future in which the demands for food, energy, clean water, climate change adaptation and mitigation, biodiversity, and poverty reduction are reconciled?

IDEAS FESTIVAL

The centerpiece of Purdue's Giant Leaps Sesquicentennial Campaign will be an Ideas Festival that connects world-renowned speakers and Purdue expertise in a conversation on the most critical problems and opportunities facing our world. Cross-disciplinary discussions and events aligned with the four Giant Leaps themes will run the course of the entire year, from Homecoming 2018 to Homecoming 2019. The discourse will be archived and curated by interdisciplinary teams that will prepare recommendations to guide Purdue's next 150 years.

Co-chaired by Christine Ladisch, dean emerita of the College of Health and Human Sciences, and Mark Lundstrom, the Don and Carol Scifres Distinguished Professor of Electrical and Computer Engineering, the organizational structure of the festival is driven by theme committees that will review proposals/opportunities and strive to elevate the activities of faculty, staff, students, alumni and community members.

TO: University Senate
FROM: Jerry Shively, Chairperson of the Steering Committee
SUBJECT: Résumé of Items under Consideration by the Various Standing Committees

STEERING COMMITTEE

Jerry Shively shivelyg@purdue.edu

ADVISORY COMMITTEE

Natalie Carroll ncarroll@purdue.edu

NOMINATING COMMITTEE

Fredrick Berry berryf@purdue.edu

EDUCATIONAL POLICY COMMITTEE

Michael Harris mtharris@purdue.edu

1. Updated Language to Core Curriculum Appendices (Senate Document 17-15) sent to Senate for Action
2. Standardize Tests and Admissions Standards
3. Priority Registration for "Degree in 3" Students

EQUITY AND DIVERSITY COMMITTEE

Audrey Ruple aruplec@purdue.edu

1. Student experience in the research university (SERU)
2. Bylaw review
3. Strategic planning

FACULTY AFFAIRS COMMITTEE

Deborah Nichols deborahnichols@purdue.edu

1. Honors College representation
2. Benefits and Compensation
3. Teaching evaluations
4. Threats to faculty
5. Job families project
6. Academic rigor
7. Core transfer library

STUDENT AFFAIRS COMMITTEE

Christopher Clifton clifton@cs.purdue.edu

1. Parental leave for students
2. Faculty-Staff Grant Program

UNIVERSITY RESOURCES POLICY COMMITTEE

Jonathan Neal jneal@purdue.edu

1. BIER Committee - Timeliness and transparency of budgets of campus units
2. Questions about the oversight of visual arts and making information available to the Purdue community
3. Recycling policy
4. Pedestrian safety/ off street vehicles on campus

Chair of the Senate, Natalie Carroll, ncarroll@purdue.edu
Vice Chair of the Senate, Cheryl Cooky senate-vicechair@purdue.edu
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu
University Senate Minutes; <http://www.purdue.edu/senate>

Purdue Global Update #5

Purdue Global Select Committee

**Deb Nichols and Steve Beaudoin
Co-Chairs**

November 19, 2018

Charge to the Committee

- General
 - Meet the University Administration (including Global Administration)
 - Discuss aspects of Purdue Global of interest/concern to the University Senate
 - Report findings to the Senate
 - Advocate for changes
- Next meeting – December 14

Status – HLC Review, Transfer Credit

- HLC Review
 - Committee awaits news on outcome
- Transfer Credit
 - Indiana Commission on Higher Education (ICHE) requested that Global courses be added to the Core Transfer Library (CTL)
 - Purdue faculty determine whether or not a course is accepted for credit, even if it is within the CTL
 - Concern persists that Legislature may pass laws mandating academic matters about the transfer of Global credit (as they did with AP credit)
 - HLC strongly discourages state legislatures from acting in this manner
 - Committee will no longer pursue this issue

Status – Open Records

- PG is not subject to open records laws like PU
 - Steve Schultz discussed laws and rationale
 - Law that enables was attached to unrelated legislation ~ 1 year before Global announcement
 - Planning almost certainly began in advance of that day
 - Goal was to save time and money complying with open record requests
- Committee requests
 - What will be reported
 - What are the financial details of the arrangement with Global
 - Committee has been slow making an appointment with Bill Sullivan to get these details

Global Reporting

- <https://www.purdueglobal.edu/about/facts-processes/>

World-Class Education Online

Purdue University Global delivers personalized online education tailored to the unique needs of adults who have work or life experience beyond the classroom, enabling them to develop essential academic and professional skills with the support and flexibility they need to achieve their career goals.

Our Students



Over the age of 30:

63%



Female:

71%



Military-affiliated:

29%



Had neither parent attend college:

54%



Have a child or other dependent:

67%

Our Institution



Faculty:

1,800



Programs:

180+



Alumni:

~130,000



Enrollment:

27,000



Degrees awarded:

9,000

Global Reporting

Purdue Global Commitment

With the Purdue Global Commitment, first-time undergraduate students can try our classes before they owe any tuition. **We stand behind the quality of our education and believe students should have the opportunity to experience real classes for real credits before making a decision.** Those who withdraw during the trial period have no financial obligation to the University.

JoAnn Brouillette, Malcolm DeKryger, Michael Klipsch, and Don Thompson

“ But in truth, considering the determination of these adult learners to advance their education and further their careers **despite balancing jobs and families and numerous other obstacles**, it's the rest of us in the Purdue system who should be proud to be affiliated with them. And we should be proud that Purdue University, once again, is leading the land-grant mission into the modern era. ”

Indy Star, June 19, 2018

JoAnn Brouillette, Malcolm DeKryger, Michael Klipsch, and Don Thompson serve on the Purdue University Board of Trustees.

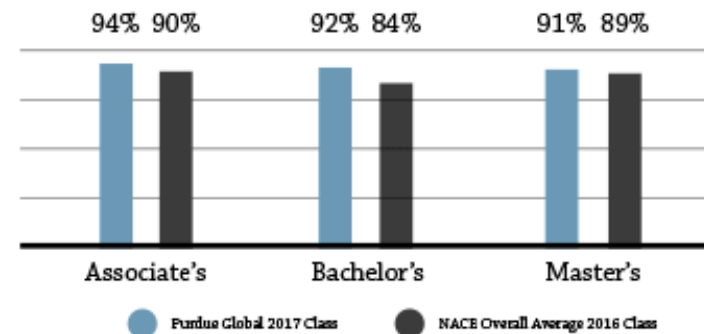
Global Reporting

Our Students Perform Better Than Those in Other ACBSP-Accredited Bachelor's Programs

	Purdue Global	ACBSP	Score Difference	% Difference
Inbound Score	39.39	43.02	-3.63	-8.4%
Outbound Score	57.61	54.19	3.42	6.3%
Score Improvement	18.22	11.17		
% Improvement	46.3%	26.0%		

Source: Peregrine Academic Services. ACBSP, Accreditation Council for Business Schools and Programs.

Employment Outcomes Surpass National Average (% Employed)



Source: Purdue Global Office of Employer and Career Services.

Transfer, Experiential, Challenge Exam, and Assessment Credits Save Students Time and Money



Credits Awarded:
714,033

Average Cost of Degree



Average Time to Degree



Global Reporting

- Global works to track employment outcomes
 - Works with states and workforce development programs to track graduates
 - *More details later*
- **Shapiro Report**
 - Commissioned by Global

What You Earn Does Not Depend on Whether You Attend a For-Profit University or a Traditional, Not-for-Profit Institution

August 24, 2016

- Results show that Global (then Kaplan) Associates and BS grads perform similarly to public university graduates, but MS graduates lag
- Still processing this document

Global Reporting

CASE STUDY

Engineering Learning at Kaplan University

October 6, 2016

Jessie Brown

Martin Kurzweil



Interviewed 14 Kaplan leaders to learn about Kaplan's approach, called 'Engineering Learning'

Ithaca S+R is a non-profit that does research on digital and online education

Committee is still digesting

PG Faculty Reporting

- PG has policies that require notification of administration on certain timelines about certain events
- Called the 'Faculty 60 Minute Rule'

Red Alerts – which must be reported **within 60 minutes** of their occurrence via the alert@purdueglobal email.

Yellow Alerts – which must be reported **within 24 hours** of their occurrence via the alert@purdueglobal email.

Red Alert Issues

- *Any event that could result in significant injury or harm to property or any person (e.g., violence, threat of violence, threat of suicide, serious public health issue or other security risk)*
- *Media inquiry or media event*
- *Unplanned school closure **NOT** due to weather*
- *Non-routine regulatory agency visit*
- *Unplanned law enforcement visit*
- *Imminent threat of picketers, protesters, demonstrators or other unwanted illegal trespassers*
- *Any illegal activity*

Yellow Alert Issues

- Notices or routine inquiries from federal, state or accrediting agencies
- Attorney letters or contact from an attorney, or threats to contact an attorney
- Non-life threatening student or employee medical issues resulting in ambulance or 911 call
- A business interruption not resulting in a school closure
- Significant employee or student issue including HR and/ or compliance concerns
- Concerns with externships, including timely placement or dismissal
- Complaints to Purdue Global by a student, employee or third party that require assistance from Legal or senior management
- Notification of a complaint made to a third party
- Request for student records

Alert Policy Clarified

- Updated language in PG Faculty Handbook

“Appendix A: The 60-Minute Rule for Faculty

The alert system is a means of ensuring that University leadership receives timely notification of critical matters that affect our students, campus operations, facility operations and our service partners. This Rule requires that you make timely notifications whenever any of the important issues listed arise. This rule ensures that appropriate leaders are alerted promptly. It is not intended to stifle faculty, staff, or students in their expression of personal opinions.”

Arbitration

- Arbitration (Old Policy)
 - PG students sign that final resolution to disputes will be binding arbitration
 - PWL/Regionals mandate that final resolution of all disputes involves a decision by a university office, official, or committee
- HLC recently passed guidelines about arbitration
 - Set to take effect in F '19
 - Link to be posted on Senate website

“...an enrollment agreement can include language asking students to work with the institution to resolve disputes through mediation or arbitration prior to taking legal action, but that the enrollment agreement cannot foreclose other legal remedies if the dispute can’t be resolved through voluntary mediation or arbitration ... Institutions ... cannot use the enrollment agreement to limit students’ ability to take those actions if the students ultimately believe such action is necessary.”

Arbitration

- Federal Decision
 - Obama-era (2016) rules mandated to go into effect
 - **Schools can't use arbitration agreements if they relate to "borrower defense claims"**
 - Borrower defense applies generally to Title IV funds, which involve federal loans for education purposes
 - Only claims which would not be subject to this rule would be from students who have no federal loans at stake – rare
- Global was working to comply with all aspects of HLC decision (and was nearly in full compliance) when the federal guideline was issued
- Global will comply with federal law

Status – NDA, Channel Conflicts

- Prior NDA covered proprietary information/trade secrets and intellectual property (IP)
 - IP relates to course content – no concerns have been expressed
 - Proprietary information/trade secrets now covered in faculty handbook
 - The Select Committee will be supplied with lists of categories of activities/processes that would and would not be considered proprietary – will be compared against similar for PWL and Regionals
- Channel conflicts remain
 - Waiting for resolution
 - Nursing (RN to BSN: *PNW*)
 - Geofence (may have been solved)
 - Krannert (MBA)
 - Education (MS: Applied Behavior Analysis)
 - HHS (Master of Public Health)
 - HHS (Health Care Administration)
 - HHS (Human Development)
 - HHS (Psychology)

Status – Branding, Integrity

- Brand blurring and marketing
 - There are no updates yet on the website that will serve as intake for prospective students
 - Have not heard more about prospects being routed to telemarketers or being pressured
 - Still remains difficult to obtain info about PG without being heavily recruited
 - Committee plans to meet G. McCartney and with PU marketing director – meeting request not yet made
- Question forwarded from Senate regarding how academic integrity enforced when students take online exams
 - Question forwarded to Global – no answer yet

Comments from Peter Goldsbrough, chair (2018-19) of the Faculty Compensation and Benefits Committee, to the University Senate, November 19, 2018

There are eight faculty on the Faculty Compensation and Benefits Committee (FCBC) along with representatives from APSAC and CSSAC. Candace Shaffer, Director of Benefits, also attends most of our meetings.

The FCBC has met twice this semester. At the first meeting (October 5) the major topic was the announcement of the proposed change to spousal medical coverage if the spouse was in a position that offered medical insurance.

The second meeting (November 9) occurred after the town hall meeting that was organized by Natalie Carroll, and after the decision to rescind, at least temporarily, the proposed change in spousal medical coverage. The primary topic at the second meeting was how the faculty and other employee groups could provide more input on the benefits package offered by the university and feedback on any proposed changes.

The outcome of this meeting and other discussions was a plan to have regular, probably monthly, joint meetings of the FCBC, the APSAC Compensation and Benefits committee, and the CSSAC Executive Committee with Candace Shaffer and other personnel from Human Resources as needed. The first meeting will take place on December 14. This is a good time to initiate these discussions because HR is starting to review the benefits that will be offered in 2020. Our goal is to be more proactive than reactive.

From conversations with Candace Shaffer and Bill Bell, the new Vice President for HR, it appears that they see this consultative process as one way to avoid the types of problems that emerged this Fall over the proposed change to medical coverage for working spouses. However, I do not expect that this will necessarily prevent future changes in medical insurance or other benefits.

Here are some other issues that the FCBC is looking at:

- Comparing Purdue's medical insurance plans with those offered by other Big Ten and peer universities.
- Concerns that employees have about the privacy of data submitted to the Healthy Boiler web site.
- Review of the results of the survey on the benefits available to Purdue employees

One final comment: Please encourage your colleagues to complete the benefits survey and to contact the FCBC if they have concerns or comments about benefits.

Learning Management System Review Update

Jenna Rickus
Associate Vice Provost for
Teaching & Learning

University Senate Meeting
November 19, 2018



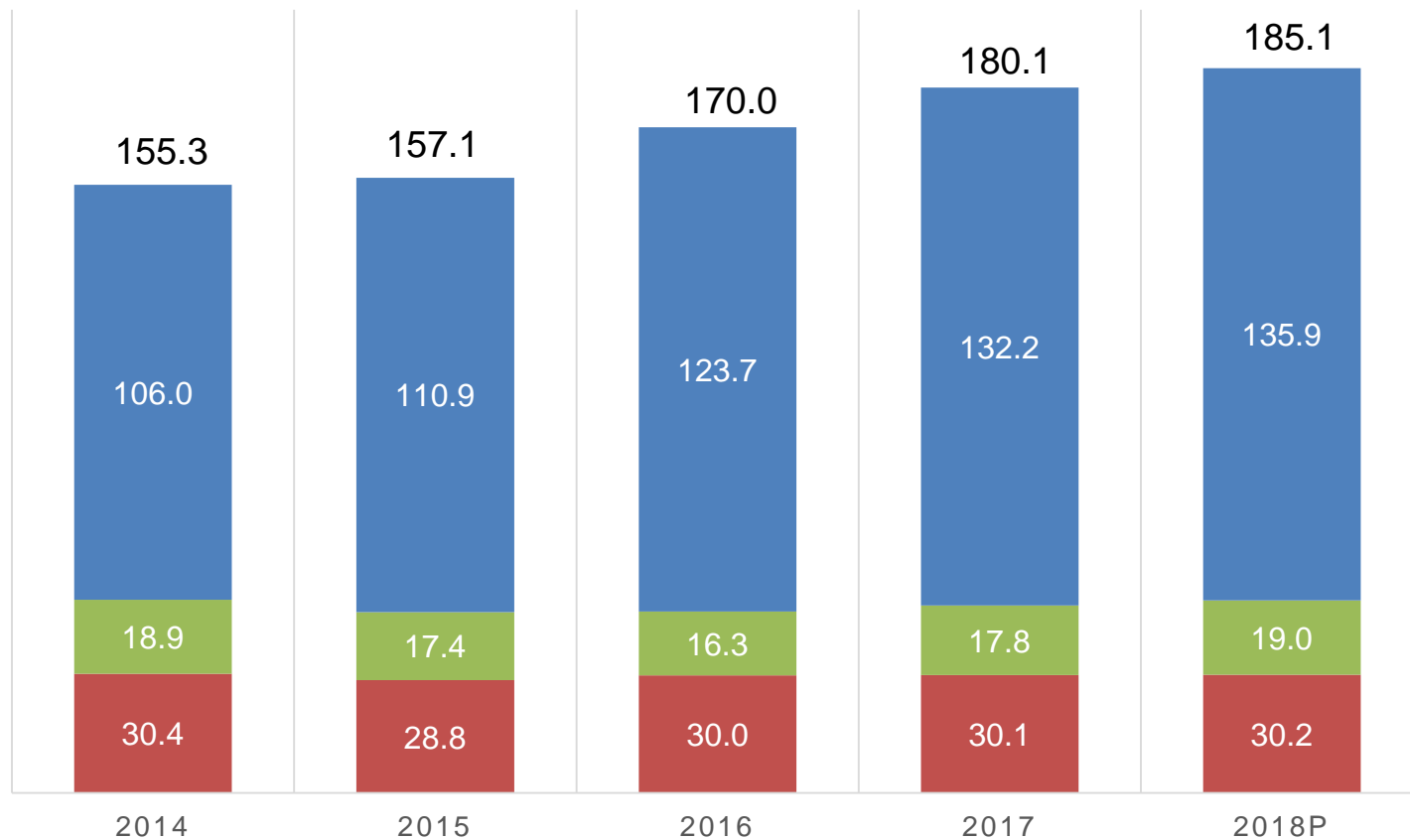
Town Hall

OCTOBER 24, 2018

Purdue Medical Spend History

MEDICAL SPEND HISTORY

■ Employee OOP ■ Employee premium ■ Purdue

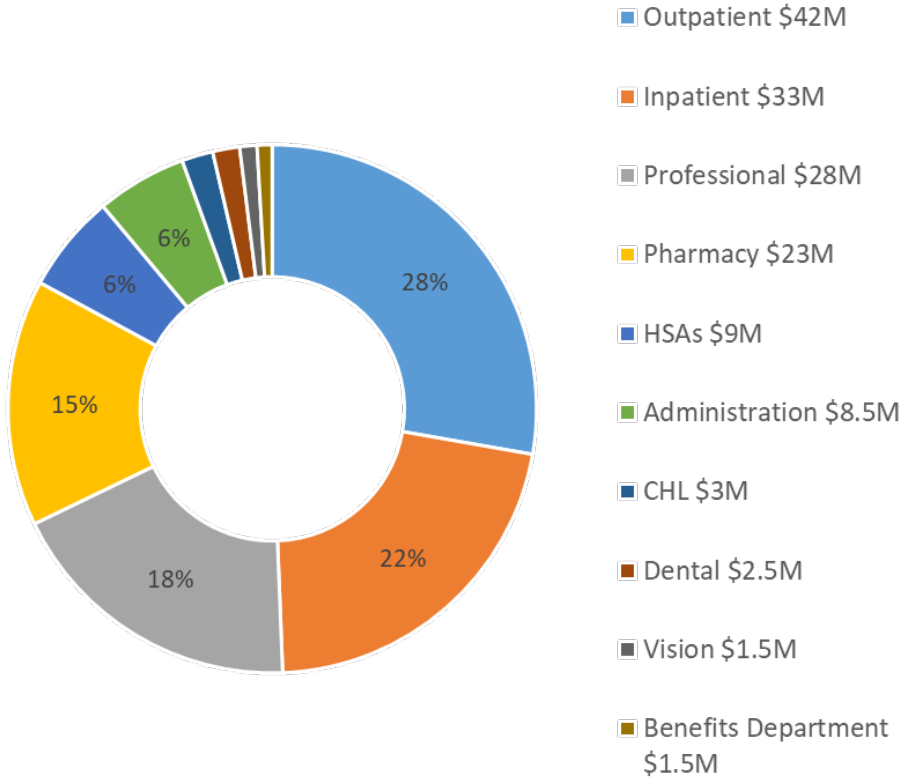


CY 2014 to 2018P. \$ in millions

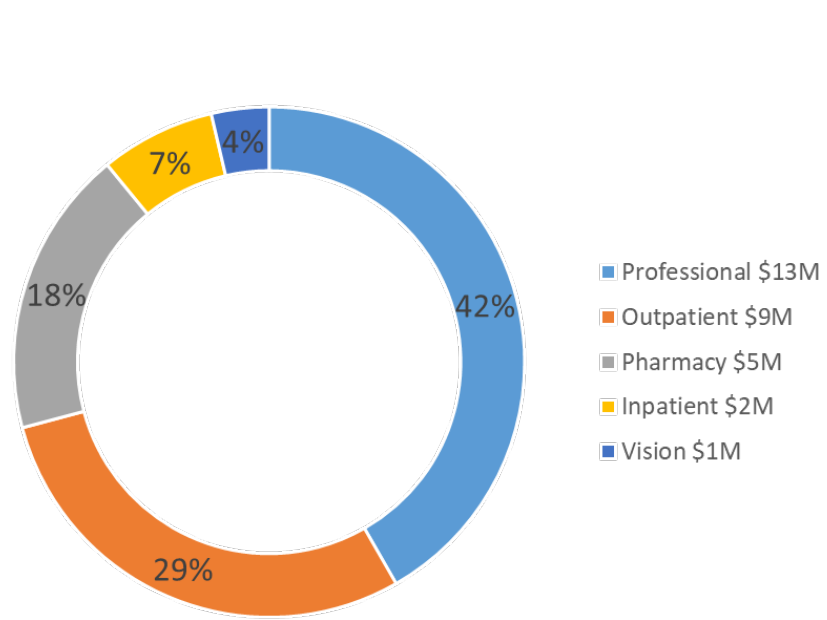
Source: Vital Incite – 2017 Purdue Claims and Premium Data

Purdue Medical Spend 2017 - \$181M

Health Plan \$151M



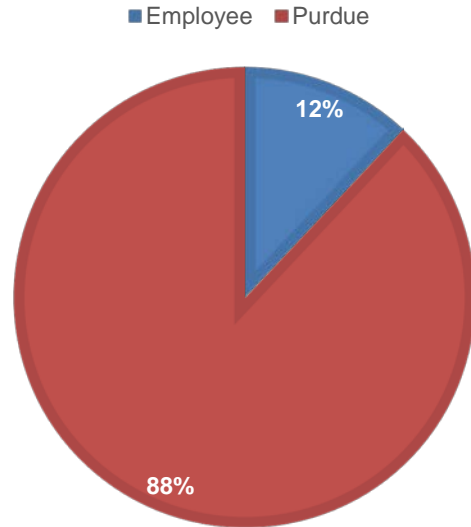
Employee Our of Pocket \$30M



Purdue 2017 Claims Total = \$129M

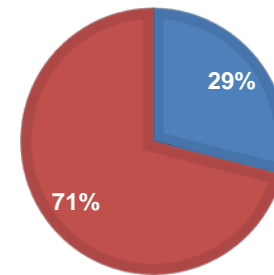
Premium Share

PREMIUM SHARE PURDUE UNIVERSITY



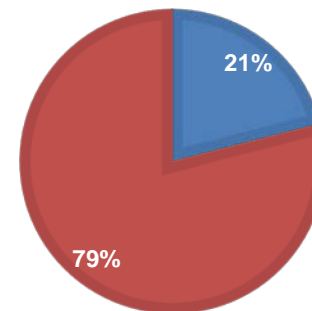
PREMIUM SHARE UNITED BENEFIT ADVISORS

■ Employee ■ Employer



PREMIUM SHARE MERCER

■ Employee ■ Employer



Sources: Vital Incite – 2017 Purdue Premium Data
2017 United Benefit Advisors National Survey
2017 Mercer National Benefits Survey

LOCAL EMPLOYERS – PREMIUM DIFFERENCE

Average Annual Premium Difference Over Purdue Premium (\$44k and under)

	High Deductible Health Plan (HSA1)	PPO
Employee Only	\$785.13	\$954.81
Employee & Spouse	\$1,789.17	\$1,579.08
Employee & Child(ren)	\$2,134.27	\$2,489.48
Family	\$2,218.61	\$2,181.85

Average Annual Premium Difference Over Purdue Premium (\$44k and over)

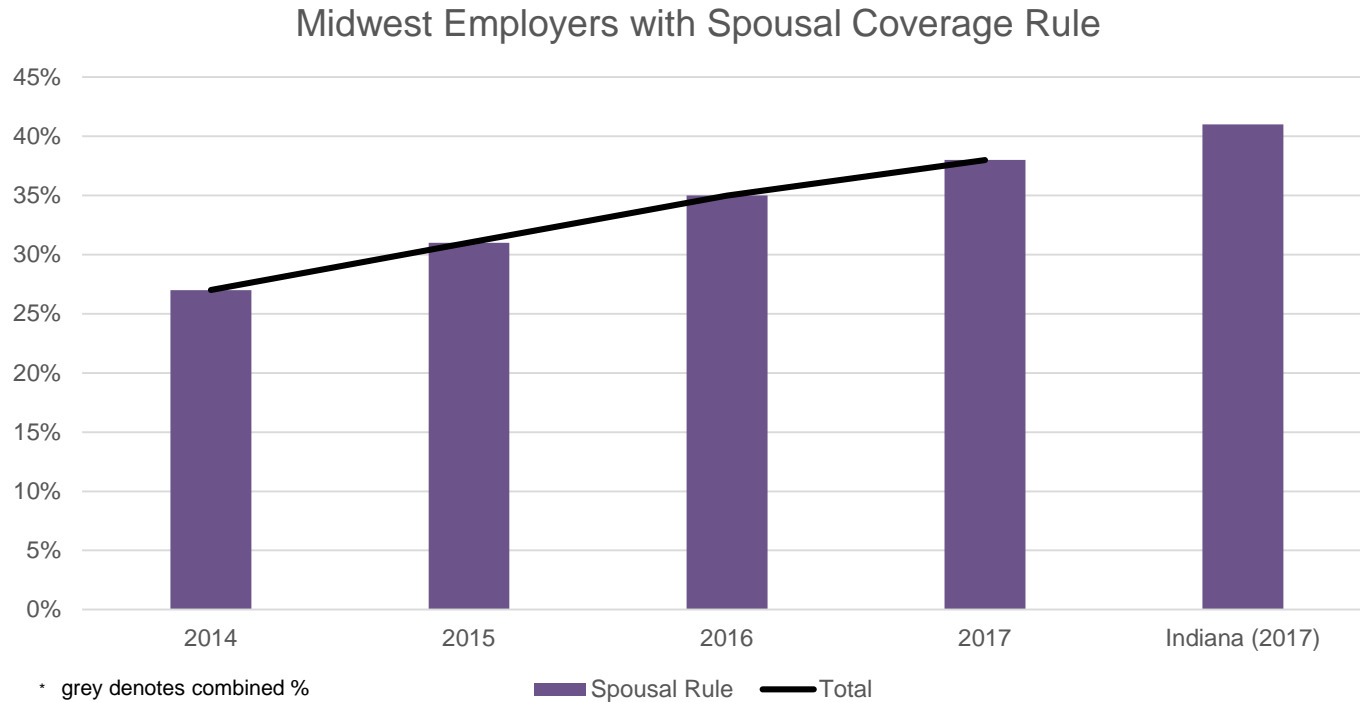
	High Deductible Health Plan (HSA1)	PPO
Employee Only	\$761.17	\$746.59
Employee & Spouse	\$1,298.93	\$754.04
Employee & Child(ren)	\$1,680.04	\$1,684.56
Family	\$1,551.48	\$1,067.43

Source: 7 Local Employer Premiums
5 4 with Spousal Rules Implemented

**Purdue's annual premiums average
\$1,500 less than local employers'**



EMPLOYERS WITH SPOUSAL RULE



Spouses

	2017 Count	Annual Claim Expense	Total Claim Expense
Employees	12,057	\$5,635.92	\$67,952,287.44
Spouses	4,819	\$8,187.24	\$39,454,309.56
Children	9,357	\$2,324.52	\$21,750,533.64

Spousal Claims \$39.5M

Spousal Premium Collected \$7.2M

Balance \$32.3M

Estimated savings to Purdue based on percent of spouses that work & have access to coverage

15% \$4.9M

20% \$6.5M

25% \$8.0M

ADULT RISK POPULATION

	Count	Percent of Adult Population with Information	Average Annual Spend Per Adult	Total Annual Cost
Very High Risk	625	4%	\$59,791.63	\$37,369,768
High Risk	1,930	12%	\$17,962.16	\$34,666,968
Moderate Risk	8,739	52%	\$4,159.78	\$36,352,317
Low Risk	2,817	17%	\$856.25	\$2,412,056
Healthy User	2,443	15%	\$376.07	\$918,739

Savings by lowering **Very High Risk & High Risk** individuals by **One Risk Level**
\$52,782,012

Source: Vital Incite – 2017 Purdue Claims Data

2018 HEALTHY BOILER WELLNESS PROGRAM

	Participation	Percent
Registered	6,143	36%
Identified Primary Care Physician	4,708	27%
Completed Physical & Biometric Screening	2,740	16%
Completed 2 or more Activities	1,501	9%

44% Purdue employees and spouses had a physical between July 2017 – June 2018

Source: Healthy Boiler Incentive Payout Report 2018

WHY AN LMS REVIEW?



Blackboard

- Blackboard Learn is approaching End of Life
 - Must choose new LMS. Cannot remain on Learn.
 - No Disruptions in AY 2018-2019
 - Move to Blackboard Ultra is significant
- Trends
 - Movement to Cloud Based Products
 - Next Generation LMS
 - Blackboard Ultra, Canvas, & Brightspace D2L major players across Big10 & HigherEd
- Provost Jay Akridge & EVP/CIO Gerry McCartney asked for a comprehensive, system-wide review of the University's Learning Management System needs and assessment of options against those needs



SYSTEM LEVEL EXECUTIVE STEERING COMMITTEE

- Formed in Summer of 2018
- Established a process for meeting the Provost / CIO charge
- Senate Oversight:
 - *Alan Friedman named by Senate Steering Committee to represent the Senate

www.purdue.edu/lms-review/

Steering Committee x

- **Committee chair: Jenna Rickus**, Associate Vice Provost for Teaching and Learning
 - Professor of Agricultural and Biological Engineering/Weldon School of Biomedical Engineering
- **Alan Friedman**, Faculty Senate
 - Associate Professor of Biological Sciences
- **Bernard Tao**, Teaching Academy
 - Professor Agricultural & Biological Engineering/Food Science
- **Stephen Beaudoin**, Purdue West Lafayette
 - Professor of Chemical Engineering
 - Academic Director, Teaching and Learning Technology
- **Heather Zamojski**, Purdue Northwest
 - Assistant Vice Chancellor, Learning Technologies
- **Carl Drummond**, Purdue Fort Wayne
 - Vice Chancellor for Academic Affairs and Enrollment Management
- **David Starnes**, Purdue Global
 - Chief Academic Officer
- **Emma Kaye**, undergraduate student representative
 - IT Student Advisory Council Chair
- **Gary Johns**, graduate student representative
 - Ph.D. student in Educational Studies
- **Donna Cumberland**, Executive Director, Academic Computing
- **Jason Fish**, Director of Teaching and Learning Technologies
- **Brian York**, Project Manager, ITaP

CAMPUS LEVEL TASK FORCE CREATION

Provost Jay Akridge & CIO Gerry McCartney

System-wide Executive Steering Committee. Jenna Rickus, Chair

Academic Task Force

Heather Zamojski
Chair

Emily Hixon
NW Lead

Andy Hirsch
WL Lead

Adam
Dircksen
FW Lead

Lisa
Wallace
Global Lead

PU
Northwest
Task Force

PU
W Lafayette
Task Force

PU
Fort Wayne
Task Force

PU
Global
Task Force

Jason
Fish

Technology Task Force

Donna Cumberland
Chair

Technology Task Force

CAMPUS TASK FORCE

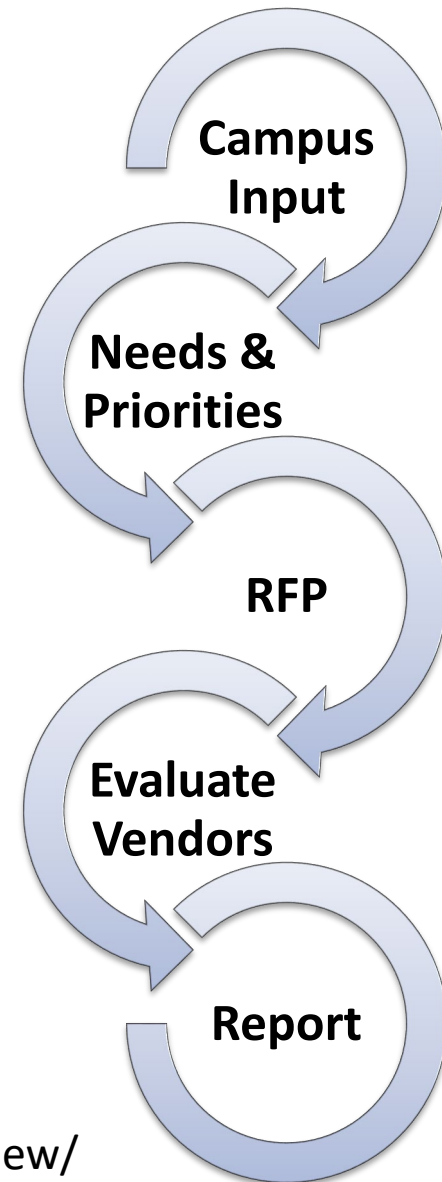
REPRESENTATION & PROCESS

- Case Study Approach
 - Modelled after Univ. Wisc. Process

WL Chair: Andy Hirsch

Reps* from:

college - Engineering	Exploratory Studies
college - Education	Disability Res. Center
college - Agriculture	CIE
college - Pharmacy	PU Online Learning
college - Libraries	TLT
college - Science	Grad School
college - Liberal Arts	Acad. Success Center
college - Vet Med	Academic Advising
college - Management	Grad students
college - Honors	Undergrad students
college - HHS	Teaching Academy
college - Krannert	



TIMELINE

Create Campus Task Force	August - September 2018
Online Survey for Campus Input Open	September – November 2018
Conduct Campus Listening Sessions	September - November, 2018
Create Case Scenarios & Define Criteria	November, 2018
Develop/Issue RFP	December, 2018
Vendor Campus Visits & Vendor Evaluation	March, 2019
Task Force Report to Steering Comm.	April – May, 2019
Make Product(s) Selection	Summer 2019
Develop Implementation Plan	Fall 2019
Earliest Possible Implementation	Probably 2020

WL INPUT TO DATE

Input

- Campus Listening Session Events: 4
- Listening Session attendees: 141
- Student Surveys: 410
- Faculty/Staff Surveys: 113
- Academic Task Force members: 24
- Technology Task Force members: 7

Communication

- Monthly emails
- Monthly Purdue Today Articles
- LMS website
- Listening Sessions
- Updates to EPC
- Banner in Blackboard for Student Survey
- Exponent Interview for Students

THEMES FROM INPUT

- Ability to ingest content from previously created Bb Learn courses
- Easy transition from the old system to the new
- Collaboration workspaces
- Mobile-device compatibility
- Easy to use and intuitive interface
- Easier acceptance and implementation of third party tools

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QUESTIONS?

www.purdue.edu/lms-review/

