

UNIVERSITY SENATE
Fourth Meeting, Monday, 27 January 2020, 2:30 p.m.
Pfundler Hall, Deans Auditorium

AMENDED AGENDA

1. Call to order Professor Deborah L. Nichols
2. Approval of Minutes of 18 November 2019
3. Acceptance of Agenda
4. Remarks of the Senate Chair Professor Cheryl Cooky
5. Remarks of the President President Mitchell E. Daniels, Jr.
6. Question Time
7. Memorial Resolutions
8. Résumé of Items Under Consideration
by Various Committees For Information
Professor Deborah L. Nichols
9. Senate Document 19-09 Free the Tampon Resolution For Discussion
Professor Audrey Ruple
10. Senate Document 19-10 Diversity Statement Resolution For Discussion
Professor Audrey Ruple
11. Senate Document 19-11 Basic Needs Security Resolution For Discussion
Professor Audrey Ruple
12. Senate Document 19-12 Gender Marker Options on Purdue
University Forms For Discussion
Professor Audrey Ruple
13. Update from the Dean of the Libraries For Information
Dean of Libraries Beth McNeil
14. New Business
15. Adjournment

UNIVERSITY SENATE

Fourth Meeting, Monday, 27 January 2020, 2:30 p.m.
Pfundler Hall, Deans Auditorium

Present: *Joseph W. Camp (Secretary of Faculties and Parliamentarian), Cheryl Cooky (Chair of the Senate), Deborah L. Nichols (Vice-Chair of the Senate), Kathleen Abrahamson, Kolapo Ajuwon, Jay T. Akridge, Taylor Bailey, Jonathan Bauchet, Stephen Beaudoin, Alan Beck, Peter Bermel, Frederick Berry, Jordan Jo Boileau, Colleen Brady, Sylvie M. Brouder, Steven S. Broyles, Sharon Christ, Laura Claxton, Matt Conaway, Chittaranjan Das, Jim Dworkin, David Eichinger, Christine Erickson, Donna Ferullo, Ray Fouché, Alexander Francis, Andrew Freed, Ariel de la Fuente, Catherine A. Hill, Stephen Hooser, Ayhan Irfanoglu, Jules Janick, Signe Kastberg, Neil Knobloch, Jozef L. Kokini, David Koltick, Nan Kong, Ellen Kossek, Janice Kritchevsky, Eric P. Kvam, Douglas LaCount, Seokcheon Lee, Shuang Liu, David J. Love, Matthew Lynall, Robyn Malo, Stephen Martin, Tim McGraw, Michael McNamara, Larry Nies, Song No, Robert Nowack, Jan Olek, Alice Pawley, Rodolfo Pinal, Linda Prokopy, Bob Pruitt, James Pula, Darryl Ragland, Jeremy Reynolds, Jeff Rhoads, Elizabeth (Libby) Richards, Felicia Roberts, Leonid Rokhinson, Chris Ruhl, Audrey Ruple, Ala Samarapungavan, Dharmendra Saraswat, Steven Scott, Daniel W. Smith, Brandon H. Sorge, Rusi Taleyarkhan, Hong Tan, Dorothy Teegarden, Steve Wereley, Nicole J. Olynk Widmar, Kipling Williams, John S. Yaninek, Jane F. Yacilla, Haiyan (Henry) Zhang, Stacey Baisden, Natalie Carroll, Frank J. Dooley, Keith Gehres, Peter Hollenbeck, Lowell Kane, Lisa Mauer, Beth McCuskey, Jamie L. Mohler, Alysia C. Rollock, Katherine L. Sermersheim, Jeremy Wampler, and *Stephanie L. Dykhuizen (Sergeant-at-Arms)*.*

Absent: *President Mitchell E. Daniels, Bharat Bhargava, Robert X Browning, Min Chen, Martin Corless, Bruce Craig, Edward J. Delp III, Clifford Fisher, Ralph Kaufmann, Julius J. Keller, Todd Kelley, Klod Kokini, Julie Mariga, Eric T. Matson, Greg M. Michalski, Erik Otarola-Castillo, Li Qiao, Randy Rapp, Paul Robinson, David Sanders, Lou Sherman, Qifan Song, Megha Anwer, Heather Beasley, Michael B. Cline, and Carl T. Krieger.*

Guests: A. Nickel (M&M), S. Deery (M&M), D. Bangert (J&C), A. Weliever (Exponent), J. Fish (Purdue Online), Beth McNeil (LIBS & SIS), R. Richardson (LIBS & SIS), P. Redulla (Exponent), N. Powell (ENGL), A. Darling (WLF), J. Rickus (Provost), and T. Mayer (EVPRP).

1. The meeting was called to order at 2:30 p.m. by Chairperson Cheryl Cooky.
2. The minutes of the 18 November 2019 Senate meeting were approved as distributed.
3. The January Senate Agenda was approved as distributed.
4. Senate Chair Cheryl Cooky presented Remarks of the Chairperson (see Appendix A).
5. President Mitchell E. Daniels, Jr. was not at the meeting and no remarks were presented.
6. Question Time.
 - Professor Linda Prokopy noted that President Daniels was not here for the third Senate meeting in a row and asked where he was. Provost Akridge did not have the answer for Professor Prokopy.
 - Professor Stephen Martin expressed concerns about a policy of the International Students and Scholars (ISS) Office that will introduce a 3-day delay for job applicants from other countries. This policy may lead to an inability to hire needed faculty

members. This is not a policy at the universities we compete with for new Ph.D.-trained applicants. We are placing ourselves at a disadvantage and he wonders if something can be done about it. Provost Akridge noted we have to comply with immigration laws and his office is working with ISS on this issue. They want to speed things up while still complying with immigration laws. Associate Vice Provost Lisa Mauer is working with the ISS Office. She stated that it is a matter of whether we are dealing with real difficulties or if we are anticipating difficulties that we have never encountered before. One also has to take into consideration the timeline that ISS can accommodate when making an offer to an international job applicant. Some things can be done at the time a job position is posted after approval by the ISS Office; for example, wage analyses. This can happen before the interviews occur and speed up the process in collaboration with the ISS Office. Provost Akridge stated there is no reason for a 3-day delay if the groundwork has been done up front. Provost Akridge recommended to Professor Martin if other issues arise to let his office know. If preliminary work is done before the offer is made, it can make the rest of the process move more quickly.

- Professor Kastberg, on behalf of colleagues in the College of Education, sought more information about the recent story in the Chronicle of Higher Education concerning Purdue Global. In particular, they would like to know if Purdue University is receiving the \$10 million payments each year and where the money is being used. Vice President and Treasurer Chris Ruhl stated that at closing Purdue University received \$20 million as a prepayment. The agreement is a 5-year, \$10 million per year obligation. In addition to the \$20 million prepayment, there was a payment of \$2.5 million to Purdue University during a quarter of the first fiscal year. The Purdue Global bank account currently holds \$22.5 million. It is treated as restricted cash that only we can access. The first two \$10 million payments were at closing and we will receive the additional \$10 million dollar payments in 2021, 2022, and 2023. The money is invested in a money market fund, but has not been reinvested at Purdue University or Purdue Global.
- Professor Alice Pawley requested information about the Master Services agreement signed with Kaplan Higher Education (KHE) that gives them first refusal for supporting online programs at Purdue University outside of Purdue Global. Provost Akridge stated that when Purdue Global was acquired the motivations were twofold. First, we acquired an entity that serves a population we did not serve. Second, Purdue Global brought online capabilities that Purdue University did not have at that scale. The fact that KHE could serve as an online program manager for us was appealing. Purdue Online has an agreement with KHE to manage non-Purdue Global courses. KHE provides the back office and infrastructure and other services that support the program but is not involved in course design or content. They are doing the things that other companies such as Wiley perform and our faculty have worked with Wiley and other companies in this manner. KHE is the group we are working with as our partner for Purdue Global and is an option for non-Purdue Global online programs, but other options exist if KHE is not a suitable partner for a program. KHE is managing about five non-Purdue Global programs at this time. We start with KHE and determine if it is right for managing a particular program. If not, one of the other options is considered. Professor Pawley asked for information on how KHE coordinates with Purdue Online. Provost Akridge noted that Purdue Online works directly with our faculty and the Colleges' units to develop the programs. They help with audience identification, evaluation of market, program structure, target audience, content, etc. Purdue Online works directly with the faculty and are involved in negotiations with KHE, Wiley, or any other providers that are appropriate for a

program.

- Professor Pawley then noted that the College of Liberal Arts and the College of Engineering Faculty Affairs Committee (FAC) have moved to develop policies restricting use of faculty listservs. She wondered if the conversation around these developments involved the Provost's Office and if the Provost has any concerns about academic freedom associated with these policies. Provost Akridge was not familiar with these conversation but explained how the issue is handled in the College of Agriculture. It involved putting "guardrails" around the use of the listserv by faculty and staff. Professor Cooky also serves on the CLA/FAC and they did vet that policy and found it aligned with the broader University umbrella policy concerning listservs. If the Senate wishes to take on the University policy, it can do so. In the CLA, Professor Joel Ebarb acts as the filter/gatekeeper for the messages that come to the listserv. CLA faculty can opt in to receive messages via the listserv. Professor Pawley suggested that it would appropriate to have the conversations across Colleges. She has had messages that were denied access to the College of Engineering's faculty listserv that were about climate change and other issues. The fact that there are multiple Colleges having conversations about faculty speech is concerning to her. Vice Provost Peter Hollenbeck explained that campus-wide emails are distributed through his office via an approval process. The filter is that the messages must be official University business of broad interest in order to be distributed campus-wide. Provost Akridge added that "guardrails" were added because there was a lot of use of the listserv and faculty complaints about some of the things distributed via the listserv that were relatively unimportant. The example of the CLA, which has a moderated listserv for important issues and an unmoderated list for posting messages, makes a lot of sense.
- Senator Jo Boileau stated that many students complain about receiving a lot of spam emails. Even President Daniels has experienced this problem. He asked if Vice Provost Hollenbeck how those emails are possible if the system is set up to prevent people from accessing the campus-wide delivery system. Vice Provost Hollenbeck said he was not familiar with the campus-wide delivery system at the IT level as he only deals with the faculty campus-wide listserv. Provost Akridge noted that our IT people try to prevent these phishing and spam messages but some slip through. If students, staff, or faculty receive these messages, they should notify ITaP.

7. Four Memorial Resolutions were received for four Professors. Professor Anna Whitehouse Berkovitz, Professor Emerita of the Department of Biological Sciences; Professor Emeritus Dale W. Margerum of the Department of Chemistry; Professor Emeritus Samuel Noel Postlethwait of the Department of Biological Sciences; and Professor Eleftherios C. "Terry" Zachmanoglou of the Department of Mathematics. Out of respect for their departed colleagues, the Senators stood for a moment of silence.
8. Representing the Steering Committee, Professor Deborah Nichols presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix B).
9. Professor Audrey Ruple, Chair of the Equity and Diversity Committee (EDC), introduced Senate Document 19-09, *The Tulika Wagle Resolution for Eliminating Costs for Menstruation Products in Purdue University Bathrooms aka Free the Tampon Resolution*, for Discussion. Professor Ruple explained the rationale for the document. Professor Ruple then answered questions from the Senate floor.
 - Professor Pawley spoke in favor of the document and said it was "high time." She

inquired if any pushback was expected and in which bathrooms they would be placed. The question arises because Professor Pawley noted that she sent emails to various offices to find out where trashcans would be put in men's rooms for trans-students who are menstruating. Professor Ruple stated that topic has been discussed. Currently, she has statistics on the existing dispensers which are in the women's rest rooms and the unisex or non-binary rest rooms on campus. This might be dealt with when a second effort is made on the topic. The reason for this is that the dispensers themselves are more expensive than the conversion of existing dispensers. She has numbers for the conversion of dispensers but does not have accurate data on the number of men's rooms on campus. One of the options discussed among other committees on campus is to put out baskets of menstruation products to circumvent the cost associated with conversion of existing dispensers. This option would be easy to implement and would be cost-effective. Senator Boileau asked if the non-exclusive restrooms were included in addition to the women's restrooms. Professor Ruple answered in the affirmative. Professor Brady asked if all the buildings on campus have non-exclusive restrooms and Professor Ruple answered in the negative. Professor Ruple deferred to LGBTQ Center Director Lowell Kane about the number of nonexclusive restrooms on campus. Director Kane provided the number of nonexclusive restrooms in campus buildings as of eight months ago, but his answer could not be heard on the recording. Professor Brandon Sorge spoke in favor of the proposal and asked about the cost for implementation. Professor Ruple stated that about 60% of the existing dispensers can be converted to free dispensers for about \$20 each. Some dispensers may require a conversion kit that costs approximately \$70/dispenser. New dispensers are about \$350/unit. The total estimated cost for the estimated 450 current dispensers, at the high end, is \$30,000. Psychological Sciences has provided free menstruation products for two years in their building and their average cost for product is \$27/month for the entire building. The products are bought in bulk and do not require a large outlay of funds.

10. Professor Ruple then introduced **Senate Document 19-10, Diversity Statement Resolution**, for Discussion. The rationale for the resolution is based on the fact that a job advertisement from an academic unit went out in which they asked for a diversity statement as part of the application packet, but the process was stopped at some level because of the wording of the previous Senate-approved diversity statement document. Based on the previous Senate document (15-19 Revised), applicants are required to address the issue of diversity in their cover letters, but the narrow wording has been interpreted as precluding addressing diversity in a separate diversity statement. The narrow interpretation led to the above-mentioned stoppage of a job application. The current resolution has been brought forward to require a separate diversity statement in job packets and not limit such a statement to the cover letter.
 - Professor Martin expressed whole-hearted support for the motivation behind the resolution. However, he noted that there are online companies that will create an original statement that an individual can purchase and include with their job application. Plagiarism software will not catch these statements because they are original essays merely not written by the job applicant. Take for example, a job applicant who has worked for many years in a laboratory and has not focused on diversity issues. When this individual is confronted with the requirement for writing a diversity statement as part of a job application packet, the individual might avail themselves of the online service and buy a diversity statement. Purdue and other institutions that require diversity statements need to think about this issue.
 - Professor Ellen Kossek believes this resolution sends a signal that in onboarding

new hires, the University values diversity. She also believes the University should have a consistent recruitment strategy. This resolution sends the appropriate signal to job applicants.

- Provost Akridge wondered if there were challenges posed by the current requirement that job applicants address diversity in their cover letters. Professor Ruple said she would take the Provost's question back to committee as she thinks there is a middle ground that will allow addressing the issue of diversity in the cover letter or in a diversity statement. One aspect of the discussion in the EDC was that diversity statements have become standard in academic job application packets and Purdue appears to be an outlier by not requiring a diversity statement. This lack of such a requirement sends a message to the job applicant who may be applying to other institutions that require a diversity statement. Professor Ruple will take the suggestion back to committee for input before the document is voted on at the February Senate meeting.
- Professor Prokopy was on the EDC when the original Senate Document 15-19 was passed by the Senate. She does not believe that the committee members at that time envisioned it as precluding inclusion of a diversity statement as it is now being interpreted. This misinterpretation of the original intent is now preventing the inclusion of a separate diversity statement. She supports the suggestion for a middle ground approach to keep options open.
- Professor Pawley wondered how the proposal would be operationalized and at what administrative level. Provost Akridge stated that the OIE evaluates every job posting for presence of the diversity statement requirement. Whether a job applicant includes the statement in their cover letter is verified by the hiring department/unit not by OIE.
- Professor Jules Janick suggested it would be simpler to state that the requirement for a diversity statement is University policy and the applicant would accept the policy if they are to be employed by Purdue University. Professor Ruple reiterated that writing a diversity statement is now standard practice for academic applicant hiring at other universities. Just as teaching and research statements are required, full, stand-alone diversity statements are required in academic hiring. Professor Alexander Francis suggested this a reasonable request to ask of job applicants. If it becomes standard, people will not sit in their labs for many years ignoring the issue because they know they will be required to write the statement when they are in the job market.
- Professor Brady stated this is a reasonable request and they also ask it of their graduate students when they apply for graduate school in her department. Professor Cooky noted that her department also has this requirement. She stated that even individuals who are not part of a recognized under-represented group, can write a diversity statement that demonstrates their commitment to diversity in academia.
- Senate Boileau agrees that having a diversity statement and a real understanding of diversity issues are important. He hopes his professors have demonstrated that commitment. He has grappled with this issue in discussions with a transgender member of the Association of Big 10 students caucus who is the student body President of Northwestern University. Senator Boileau noted that we use data sets in higher education all the time and these data sets can be inherently flawed because they cause erasure of entire communities and do not lend themselves well to advocacy for those groups. Hence, this is a critical document for the Senate to support.
- Provost Akridge emphasized that Purdue University already requires every candidate to address the issue of diversity. Therefore, it is the form of the statement

rather than the existence of a policy that is under consideration here.

- Professor Pawley wondered how this will happen if the Senate passes the document. Perhaps it can be included in ADVANCE workshops and faculty search-and-screen manuals produced by OIE. She would like those bodies to help faculty learn how to judge the diversity statements.
- Professor Francis said that the analogy to a teaching statement is apt for this issue. It is a potentially very useful piece of information especially for our University that is working very hard to figure out how to improve our commitment to diversity.
- Professor Song No stated that diversity can be relative. There can be diversity of religion, gender, culture, and so on. He supports the spirit of the document, but when we implement the policy, we need to understand what type of diversity we are viewing from the Purdue University perspective. We need to be intelligent about how we implement this requirement.
- Professor Leonid Rokhinson suggested it is important for us to prepare our students for the environment they will encounter when they apply for jobs. Currently, we teach them in our areas of research expertise how to do research and we may also help them learn how to teach. We may not directly teach them what it means to be inclusive, but we need to think about how to accomplish this to help our students.

11. Professor Ruple introduced **Senate Document 19-11, *Basic Needs Security Resolution***, for Discussion. She explained the rationale for the document which is to include a statement in the option portion of the standard Purdue syllabus template. She then took questions from the Senate floor.

- Professor Christine Erickson inquired about the existing options for students who have basic security needs. Professor Ruple said that there are resources on campus for students in need. This document will bring awareness to professors and by adding it to their syllabi, they can help their students realize there are options available through the Office of the Dean of Students.
- Senator Boileau mentioned that one of the resources available for students is the ACE Food Pantry on campus and it has experienced exponential growth in use over the last few years as they supply resources for students. A student needs only bring the Purdue ID and they get a certain amount of credit for toiletries and other basic necessities. He spoke in favor of this and reminded the Senate of some statistics he supplied last semester about food insecurity. Forty-eight percent of students across the country experience food insecurity at some time during their college experience. Forty-one percent of those report that it is while they are on a university-sponsored meal plan. We know that Purdue does not serve in the dining hall on Sunday evenings, so this is an incredible thing to have included in the syllabus template.
- In response to a question from Professor Andrew Freed, Dean of Students Katie Sermersheim noted that she has not seen this specifically, but it speaks to the tenor and normal operation of her office and she supports it. Professor Freed wondered if we could implement it regardless of the Senate vote. Professor Ruple said the purpose of the resolution is to put it in the syllabus template and to ensure dissemination as professors may go to the template one time and never go back to it. Anyone in the room can add it to their syllabus at any time, including now.
- Professor Pawley stated that she has had this in her syllabus for the last year and she strongly supports the resolution.
- Senator Taylor Bailey spoke in support of the resolution. He highlighted the utility of this to not just inform students, but staff and faculty, too, so they know that resources

exist to help students. The ACE Food Pantry has been around for about four years, but many people do not know it exists. He appreciates the effort to inform more people of available resources.

- Professor Cooky related that she has encountered this situation when a former graduate student told her the issue does exist at Purdue. It is important to have it on people's radar.
- Professor Rusi Taleyarkhan inquired if there are any legal ramifications. Professor Ruple is not aware of any legal ramifications. This is intended to inform students of resources that already exist.
- Professor Jeffrey Rhoads made a motion to suspend the rules to vote on the document today. The motion was seconded and passed by unanimous voice vote. A motion was then made to vote on Senate Document 19-11 and was seconded. This motion also passed by unanimous voice vote.

12. Professor Ruple presented *Senate Document 19-12, Gender Marker Options on Purdue University Forms*, for Discussion. Professor Ruple explained the rationale for the document to have a non-binary gender marker available on University forms.

- Senator Bailey inquired about the minimum set of documents on which the University is required to have the information. Professor Ruple does not have the answer to the inquiry. Vice President Rollock may know the answer, but she had left the meeting.
- Professor Brady suggested it was a valid inquiry. For example, the requirement to mention gender when depositing a thesis seems irrelevant to the process. Professor Cooky suggested it might have something to do with tracking demographics.
- Associate Dean of the Graduate School James Mohler stated that the purpose of tracking the gender upon thesis deposit so to avoid cross-linking with numerous other places to determine percentage of completion by females and males.
- Professor Francis mentioned that some federal agencies require demographic information but include other options besides female and male including no response.
- Professor Jonathan Bauchet wondered if one additional marker is enough to encompass the various potential gender identities that exist or a refusal to identify one's gender. Professor Ruple said the resolution was written to bring Purdue in line with what is done at the state level in Indiana. The EDC members wanted to keep it simple was to avoid legal complications that might arise. It can be tweaked later, if needed.
- Professor Pawley wondered if this applied broadly to University forms including to job applications. Professor Ruple said it applied to all University forms where gender identification is sought. Professor Pawley inquired if it would be applied to federal Department of Labor forms. Professor Ruple stated that Purdue has no control over the federal forms. It only refers to the forms we can control, i.e., University physical and electronic forms.
- Senator Boileau suggested a wording change to provide clear definitions of distinctions between sex and gender. Professor Ruple accepted that suggestion and will take it back to committee.

13. Dean of the Libraries McNeil presented an update on the Libraries (see Appendix C). Following the presentation Dean McNeil entertained questions from the Senate floor.

- Professor Francis expressed that he is a fan of open access publications. The biggest problem for him in using open access is the publication fees. If there was

a source for funding, not from the Libraries, perhaps the EVPRP Office, it would be helpful. Dean McNeil said the Libraries do have a fund for open access publishing, but she believes they have spent it all for this fiscal year. A Senator suggested that money saved from not renewing the contract with Elsevier could be used to help pay for open access publications. Dean McNeil noted we do have the e-Pubs platform for open access and the authors reserve the rights to their articles. It does not have the distribution range of other open access publications, but it also does not cost the author anything.

- Professor Pawley mentioned the CIC (now the BTAA) addendum that could be used when signing a copyright agreement to maintain the author's rights. It could be attached to the copyright agreement and she wondered if it still exists. Dean McNeil said it still exists and can be used. Professor Donna Ferullo said the rider can be found on the Copyright Office's website. Dean McNeil will add the link when she writes for the Provost newsletter. Professor Pawley would appreciate instruction on how to use the addendum more effectively so that the author does not immediately cave in when the publisher says "no." Professor Ferullo stated that the Copyright Office can help authors with this matter.
 - Professor Janick noted that there are two costs, the costs to the Libraries and the author's publication costs that must be dealt with. It does no good to lower one cost, if the other costs rise. Dean McNeil noted that she and her Big 10 colleagues are having conversations about this issue.
 - Professor Kossek has worked with Purdue Press on dois for her publications and this is an advantage Purdue has that could be a bargaining point with the publishers. An administrative issue she needs help with the requirements for NIH funding to have the publications in open source, but journals embargo the publications. She discovered that some of her publications were still embargoed after two years. She went through the PubMed paperwork, but still needs help. She will be grateful if the Libraries can help deal with the embargo issue. Our e-Pubs system avoids this issue if the funding agency allows publication on our platform. She will take the issue back to her group for consideration.
 - Professor Natalie Carroll acknowledged the help and leadership of Professor Sylvie Brouder on this issue in her role as Chair of the Library Committee. Dean McNeil also thanked Professor Brouder for her efforts. Professor Brouder noted that Purdue Press is looking at developing some workflows to assist Purdue faculty who are editors of journals and may want to switch to open access. A challenge is where a journal is located and whether it is published by a society or not. She thinks there is more interest in using our resources and whether that compares favorably with the high impact factor associated with publishing in an Elsevier journal. Dean McNeil mentioned that Purdue Press publishes 12 journals, nine of which are open access. The Libraries have a new business model by which they are trying to help Purdue Press in this matter. It is not free to publish the journals, but they are working on the issue.
 - Provost Akridge acknowledged Dean McNeil's work on this topic at the national level. She was very active in the dialogue while at Iowa State and has brought it to the Big 10 librarians and they have been very active in this space. The Big 10 Provosts signed a national letter supporting the U. of California decision to break with Elsevier.
14. Professor Linda Prokopy introduced a motion (see Appendix D) concerning the reporting structure for the Election Procedures Inquiry Commission (EPIC) which was not decided at the November Senate meeting. It was discussed in the FAC and is brought to the Senate floor for discussion and approval at the current Senate meeting. The FAC was

charged with populating the EPIC. It is possible that not all parts of the report should be made public to the entire Senate and having the report come to the FAC first, allows confidentiality, if needed. The motion was seconded. A brief discussion occurred.

- Professor Pawley inquired if the state's open records laws must be considered due to the possible sensitive nature of the Commission's findings. This matter was discussed by the FAC members and Professor Prokopy said she would find out how to handle this eventuality by consulting with the Secretary of Faculties. As Chair, she believes she has the authority to take the FAC into the room and ask those who are not members of the FAC to leave the room. The Secretary of Faculties recommended that Professor Prokopy speak with University Counsel for guidance and Professor Prokopy agreed to the suggestion. With guidance from University Counsel, the EPIC and FAC will determine how to maintain appropriate confidentiality. The motion passed by unanimous voice vote.
- Senator Bailey briefly mentioned that the PGSG continues to host the University's print and poster exchange in coordination with Professor Arne Flaten in the School of Design to move forward with the exchange. They hope to have another exchange during the summer.

15. Having no additional business, the meeting adjourned at 4:10 p.m.

TO: The University Senate
FROM: *Equity and Diversity Committee*
SUBJECT: *The Tulika Wagle resolution for eliminating costs for menstruation products in Purdue University bathrooms*
DISPOSITION: University Senate for Discussion and Adoption
REFERENCE: *University Policy III.C.2*
RATIONALE: Purdue University is committed to providing fair and consistent treatment for all students and employees of the University.

Bathroom items related to health and sanitation, such as toilet paper, hand soap, and paper towels, are provided at no cost in Purdue University bathrooms.

Menstruation products (tampons and sanitary pads) are bathroom items related to health and sanitation.

PROPOSAL: *Purdue University shall provide menstruation products at no cost in University bathrooms.*

Committee Votes

For:

Bharat Bhargava
Tom Brush
De Bush
Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Song No
Erik Otárola-Castillo
Rodolfo Pinal
Audrey Ruple
Ala Samarapungavan
Val Schull
Susan Watts
Kip Williams

Against:

Absent:

Linda Prokopy
Alysa Rollock
Grant Sanchez
Nicole Widmar

Abstained:

TO: The University Senate
FROM: *Equity and Diversity Committee*
SUBJECT: *Diversity Statement requirement for all new Faculty hires*
DISPOSITION: **University Senate for Discussion and Adoption**
REFERENCE: *Senate Document 15-19 (Revised); University Policy III.C.2*
RATIONALE: Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

Purdue serves diverse populations of Indiana, the nation, and the world through discovery that expands the frontiers of knowledge, learning that nurtures the sharing of knowledge, and engagement that promotes the application of knowledge.

Purdue faculty hire advertisements are currently required to include the following statement: “Purdue University’s School/Department of (insert name) is committed to advancing diversity in all areas of faculty effort, including scholarship, instruction, and engagement. Candidates should address at least one of these areas in their cover letter, indicating their experiences, current interests or activities, and/or future goals to promote a climate that values diversity and inclusion.”

Diversity Statements have become a common requirement for faculty applying for positions at our peer institutions for the purpose of identifying candidates who have professional skills, experience and/or willingness to engage in activities that would enhance campus diversity and equity efforts.

PROPOSAL: *Purdue University shall require all new faculty applicants to submit a Diversity Statement as part of their application packet regardless of the College or administrative unit to which they are applying.*

Committee Votes

For:
Bharat Bhargava
De Bush
Ellen Kossek

Against:
Alysa Rollock

Matthew Lynall
Erik Otárola-Castillo
Rodolfo Pinal
Linda Prokopy
Audrey Ruple
Kip Williams

Absent:

Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Song No
Ala Samarapungavan
Grant Sanchez
Val Schull
Nicole Widmar

TO: The University Senate

FROM: *Equity and Diversity Committee*

SUBJECT: *Basic needs security syllabus statement*

DISPOSITION: University Senate for Discussion and Adoption

REFERENCE:

RATIONALE: Purdue University is committed to Excellence in Teaching and Learning.

Students with insufficient means to secure basic needs, such as food and shelter, may not perform as well as they would otherwise.

Purdue University provides guidance to all instructors of record in developing their course syllabus.

PROPOSAL: *Purdue University shall recommend the following statement be included in the course syllabus template: “Any student who faces challenges securing their food or housing and believes this may affect their performance in the course is urged to contact the Dean of Students for support. Furthermore, please notify the professor if you are comfortable in doing so.”*

Committee Votes

For:

Bharat Bhargava
De Bush
Ellen Kossek
Matthew Lynall
Erik Otárola-Castillo
Rodolfo Pinal
Linda Prokopy
Alysa Rollock
Audrey Ruple
Kip Williams

Against:

Absent:

Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Song No

Ala Samarapungavan
Grant Sanchez
Val Schull
Nicole Widmar

TO: The University Senate
FROM: *Equity and Diversity Committee*
SUBJECT: *Gender markers on Purdue University forms*
DISPOSITION: University Senate for Discussion and Adoption
REFERENCE:

RATIONALE: Non-binary gender markers, such as “X,” are allowable on legal identification forms.

Purdue University currently uses binary identification markers, “M” and “F.”

PROPOSAL: *Purdue University shall include a non-binary gender marker on all physical and electronic University forms that request gender identification be made.*

Committee Votes

For:

Bharat Bhargava
De Bush
Ellen Kossek
Matthew Lynall
Erik Otárola-Castillo
Rodolfo Pinal
Linda Prokopy
Alysa Rollock
Audrey Ruple
Kip Williams

Against:

Absent:

Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Song No
Ala Samarapungavan

Grant Sanchez
Val Schull
Nicole Widmar



Memorial Resolution on Behalf of Anna Whitehouse Berkovitz, Emerita Professor of Biological Sciences

It is with great sadness that the Department of Biological Sciences announces the passing of Anna Whitehouse Berkovitz, Professor Emerita in Biology who passed away peacefully on November 27, 2018, at age 88, after a series of medical setbacks.

Anna was born in Mukacevo (Munkács), at the time in Czechoslovakia, in 1930. This region, also known as Ruthenia or Transcarpathia, was annexed by Hungary in 1939, occupied by the Soviet army in October 1944, and now is part of the Ukraine.

In May 1944, Anna and her parents, Elizabeth and Eugene Weiszhausz, as well as her grandparents and their extended family were ordered to the Mateszalka ghetto, and soon afterwards deported to the Auschwitz death camp. Upon arrival at Auschwitz, her grandparents, as well as several aunts, uncles and cousins were immediately separated and led to the gas chambers. Only Anna, Elizabeth, and her aunt Irene survived the Holocaust.

In November 1944, Anna and Elizabeth were transferred to various other camps, including a slave labor camp near Magdeburg, Germany, where they were put to work in an underground ammunition factory. Ten days prior to the end of World War II, they were liberated by the Swedish Red Cross and taken to Sweden, where they spent three months in a sanatorium recovering from malnutrition and physical and emotional traumas.

In April 1946, Anna and Elizabeth immigrated to the United States. They settled in Los Angeles, California, where a great-aunt had located a number of years earlier. Anna graduated from high school in only two years, and then completed four years of college, graduating from [U.C.L.A.](#) in January 1952 with a B.S. degree in bacteriology and with Phi Beta Kappa and magna cum laude honors. While working as a laboratory technician, Anna met Leonard Berkovitz, who was then a post-doctoral fellow at Caltech. They were married in June 1953, and their sons Dan and Kenneth were born in 1956 and 1960, respectively. During this period, Anna worked part time in various cancer research laboratories.

In 1962, Leonard accepted a position at Purdue University, and the family moved to West Lafayette, Indiana. Anna then decided to continue her formal education and entered the Purdue University biology department as a graduate student, from which she received a Master's degree in Molecular Biology in 1968. In 1967, she was asked to take a temporary teaching position to fill an unexpected vacancy in the department. This temporary position turned into a lifetime career of teaching. She was awarded tenure in 1975, eventually retiring in 2003 as Professor Emerita in Biology.

Anna's efforts as a teacher and her dedication to her students were amply recognized by her students, colleagues and the administration. She was selected by the students as one of the Top Ten Outstanding Teachers in the School of Science 14 times, she received the Murphy Award, the top recognition of teaching excellence by the University, and was given the Chiscon Award for outstanding teaching performance by the Biology department. Anna was elected to the Teaching Academy at Purdue and her name is in the Purdue Book of Great Teachers.

In retirement and after Leonard passed away in 2009, Anna remained active in teaching genetics at Purdue, traveling, discussing current events, and spending time with her children and five grandchildren.

Memorial Resolution: Emeritus Professor Dale W. Margerum (1929-2019) - Department of Chemistry



Emeritus Professor Dale Margerum, Head of the Purdue University Department of Chemistry from 1978 to 1983, passed away at his home in West Lafayette on August 14, 2019, at the age of 89.

Professor Margerum was born in Ferguson, Missouri, in 1929. He earned a bachelor's degree in chemistry at Southeast Missouri State University, and a doctorate at Iowa State University in 1955.

Professor Margerum came to Purdue as an instructor in 1954 and rose to the rank of professor in 1965. He became the Harvey Washington Wiley Distinguished Professor of Chemistry in 1997. He retired in 2008.

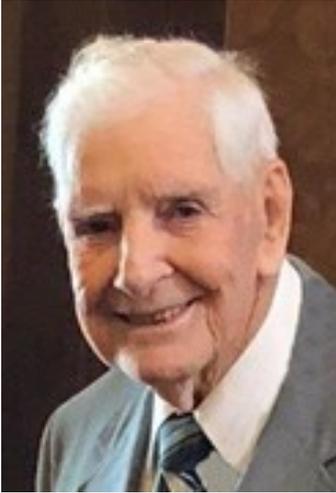
His research contributions ranged from inorganic to analytical chemistry, from kinetics to thermodynamics, and they spanned the Periodic Table. His early work dealt with the kinetics of complexation and decomplexation of multidentate ligands with labile metal ions. That led to an explanation for the enhanced stability of complexes with macrocyclic ligands, the so-called "macrocyclic effect." His group also made many advances in developing techniques useful for studying fast reactions, involving both main group and transition metal complexes. Their work on halogen chemistry solution was very relevant to water treatment and environmental chemistry. Other landmark achievements included discovering the unexpected chemistry of high oxidation state copper and nickel centers complexed with biologically relevant polypeptide ligands.

During his 54 years at Purdue, Professor Margerum received awards and recognitions from the American Chemical Society, the National Science Foundation, and he was awarded the Sagamore of the Wabash. At Purdue, he was awarded several honors including the McCoy Research Award and the Wetherill Medal.

Professor Margerum published 260 research papers. Under his tutelage, 91 students earned doctorates, 22 earned their master's degrees, and he led research work of 12 visiting associates, 32 postdocs, and 46 undergraduates.

His community involvement included fundraising for United Way, serving on the Board of the Lafayette Symphony, and active participation in the Taste of Tippecanoe and Global Fest.

Professor Margerum is survived by his wife Sonya Lora Margerum, and sons Lawrence Donald Margerum (Suzanne), Eric William Margerum (Debra), and Richard Dale Margerum (Sonya); his brothers John David Margerum (Virginia), and Donald L. Margerum (Barbara); his sister-in-law Karen Pedersen; niece Caroline (Pedersen) Shearer; and grandchildren Derick Margerum, Valerie Margerum, Lora Margerum, Aidan Margerum, and Corey Margerum.



Memorial Resolution on Behalf of Samuel Noel Postlethwait, Emeritus Professor, Department of Biological Sciences

It is with tremendous sadness that the Department of Biological Sciences announces the passing of Samuel Noel Postlethwait, on January 15, 2019.

Sam was born April 16, 1918 in Willeyville, WV and grew up on a 180 acre farm near New Martinsville, WV. He met Sara Madeline Cover at Fairmont State Teachers College in 1937 and they married 4 years later. Their interdependence and love for each other was indeed special for all of the 69 years of marriage.

He joined the Navy in 1942 and served for over 3 years during WWII. After his service in the military, Sam used the GI bill to earn a masters degree at West Virginia University and later a PhD at the University of Iowa. In 1949 he earned a PhD in botany from the University of Iowa and shortly after came to Purdue as a botany professor in the Department of Biological Sciences. His immense contributions to teaching were recognized with many awards, including the Helping Students Learn Award from the Purdue Alumni Association in 1983 and the first Charles Edwin Bessey Teaching Award from the Botanical Society of America in 1989. One of his proudest professional achievements while at Purdue was the development of a teaching system focused on the learner. He called this model the Audio-tutorial system. He attributes much of the design of this system to his excellent students who "owned" its development. Sam retired from Purdue in 1984. It should be noted that Sam continued to teach informally for many years following.

Sam and Sara moved to University Place in West Lafayette in 2004. Together they enjoyed, and fully valued, their neighbors at UP and the wonderful loving culture of this remarkable living facility. During this time at University Place, Sam was often at the nearby Celery Bog. He has over 30,000 pictures of the park taken over the years while walking with his Tuesday morning "walkers" and close friends. This was a very important aspect of the last several years.

Sam valued his affiliation with the Kiwanis of Lafayette and West Lafayette and its members. The mission, "We build: Changing the World, One Child and One Community at a Time" was near to Sam's heart. Time, at the Kiwanis lunches was time well spent in his view; special occasions to be with good people doing good things.

Sam was 100 years old at the time of his passing and is survived by his two children, four granddaughters and eleven great grandchildren.



Eleftherios C. "Terry" Zachmanoglou
March 19, 1934 – October 12, 2018

Eleftherios C. "Terry" Zachmanoglou was born in Thessaloniki, Greece. He came to the US in his late teens to be a student at the Rensselaer Polytechnic Institute, in Troy, NY, where he received a BS in Aeronautical Engineering and an MS in Engineering Mechanics. He received his PhD in Applied Mathematics from the University of California, Berkeley in 1962, at which time he accepted a position as Assistant Professor of Mathematics at Purdue. He was promoted to Associate Professor in 1965 and to Professor in 1970. He retired in 2014 after more than 50 years on the Purdue faculty and was appointed Professor Emeritus.

During the period 1957–65 he published papers on wave propagation and mechanics, and he co-authored a book with Enrico Volterra, his advisor at RPI, on the *Dynamics of Vibrations*. From 1962 until 1983 he published around 30 papers in the theory of partial differential equations and in 1976 wrote, together with colleague Dale Thoe, a beginning graduate text *Introduction to Partial Differential Equations with Applications* (reprinted by Dover in 1986) which was widely used. Terry was a Fulbright Fellow (in Rome) in 1965-66.

Terry served as Associate Department Head from 1981-93. In that role he oversaw the very considerable teaching function of the department. He was widely respected by colleagues for the balanced way he performed those duties – while emphasizing the importance of research, he also insisted that all faculty and teaching assistants could, and should, be good teachers. His office door was always open and he was available for a friendly chat about teaching, other departmental issues, or just the events of the day.

Around 1990, Terry became deeply involved in the development of new freshman engineering calculus courses, MA 165 and MA 166. After stepping down as Associate Head, Terry continued taking a keen interest in these introductory calculus courses for engineering and science students, working hard to improve both their content and the delivery. His efforts were recognized with a Spira Award for Excellence in Teaching in 2004. His name appeared more than once on the list of the “10 best teachers” in the College of Science.

Terry was a fervent advocate of American democratic values, seeing them as the natural extension of the cultural values with which he had grown up. During the Vietnam War he helped found the Purdue Student Peace Union, served as its faculty advisor, and was instrumental in bringing anti-war activists to campus.

While a strong advocate for what he saw as American values, he also remained close to his Greek roots. He frequently travelled to Greece and generously shared his love of Greek culture with friends locally. He was a frequent and gracious host and delighted in serving traditional Greek dishes. Many colleagues have fond memories of dinners and parties at his house.

Terry is survived by Lynne, his wife of many years, and his stepson Nathan. Also surviving are Terry's children Katina (husband Bill), Nike, and Cary, with his first wife Dr. Maria Zachmanoglou, and Chloe (husband Najib), with his second wife Dr. Vasiliki Keramida, as well as three grandchildren. He has requested that there be no memorial service and that his ashes be returned to Greece.

University Senate Chair Remarks
January 27, 2020

Good afternoon and Happy New Year.

It is often during this time of year that we take a look back on the year that passed and look forward to the new year ahead. Some of us may have resolutions for the new year- commitments and promises to ourselves to do better and to be better, whether that be exercising more, spending more time with family and friends, eating healthier, or engaging in self-care. At the half-way point of my term as Senate Chair, I have spent the past few weeks reflecting on the fall semester and eagerly looking forward to the spring.

In my time as Senate Chair, I have seen meaningful change between the University Senate and the administration. We have successfully re-established trust, expanded channels of communication, and worked productively with the administration on a number of shared goals. Issues and concerns voiced in the Senate are being addressed and I am confident we will see more positive changes in the upcoming year. When we work with one another, together we get more done.

Specifically, I look forward to the work of the Education Policy Committee on the issues of Academic Rigor, Civics Literacy, among others. As a reminder, the town hall on Academic Rigor is scheduled for this Wednesday January 29, at 2pm in the West Faculty Lounge in PMU. Professors Kevin Mumford and Tim Bond will present their report on grade inflation. This is an open forum and I hope Senators will pass along this information to their units and encourage their colleagues to attend. We as a Senate will need to decide whether, how, and in what ways we might address the findings from the report. The Civics Literacy working group has also completed its findings and will deliver their report for consideration by the EPC.

The Faculty Affairs Committee several years ago raised important questions regarding the assessment and evaluation of teaching and I anticipate this semester we will learn more regarding the outcomes of those efforts including proposed changes from the Provost's Office. Moreover, the establishment of University-wide 'best practices' in the use of Academic Analytics is a tangible outcome of concerns voiced by the Senate. Additionally, we are working with administration to address questions and concerns regarding the clarification of the Intellectual Property standard, and have proposed a 'deans forum' cohosted by the Colleges and Purdue Online to hopefully learn more about how colleges will work with faculty to identify and evaluate online opportunities as well as to discuss the clarification announced last semester. And I anticipate we will continue conversations regarding health care and how we balance continuing cost inflation with providing faculty and staff with the quality health care and coverage without imposing unnecessary constraints to access.

The Division of Diversity and Inclusion (DDI) has a semester-long program on 'Democracy, Civility, and Freedom of Expression,' which kicked off last week with an event to commemorate the legacy of Martin Luther King, Jr. featuring former Attorney General Lorretta Lynch and former Senator Jeff Flake. The discussion was both inspirational as well as aspirational. It

vividly illustrated how despite these polarizing times we can find common ground. Former AG Lynch, when asked what King would have us do today, identified voting rights as a key concern, one that threatens full democratic participation. To which, if I recall correctly, former Sen. Flake simply responded with “Amen,” fully supporting Lynch’s assessment. Certainly, the Senate Student ID resolution last semester and our work with administration to ensure students would be able to use their student IDs to vote was one small way we as a Senate are helping to carry on King’s legacy.

The “Democracy, Civility, and Freedom of Expression” program will continue throughout the spring semester and will include conversational groups to discuss topics related to this theme, as well as several lectures and performances. I encourage students, faculty, and staff as well as the community to take part in these events. My hope is that continued conversations in this space will generate important ideas and novel initiatives, and I look forward to the continued collaboration between the DDI and the Equity and Diversity Committee to lead these efforts.

As may be evident in the first half of my term, I have been deeply invested in establishing collaborative relationships with the administration. I have also engaged in self-reflection, something I believe any healthy organization much engage in on a consistent basis. I have asked myself and others, what can we be doing better as a Senate? Self-reflection can be difficult, yet it often illuminates potential for growth and improvement. Certainly, the COACHE survey results, which I mentioned in my October Senate remarks, should give each one of us pause. Our colleagues indicate deep dissatisfaction with governance and indeed we are in the bottom 30% of our cohort. Certainly, looking outside the Senate to identify why this might be offer insights. Yet, as with our New Year’s resolutions, self-improvement starts from within. In that spirit, I ask each of us: “What can I do as a Senator and representative of my unit, to better represent my constituents and to better serve my unit and this University?” As Chair, I have been thinking of ways to both elevate and communicate the value of serving on the Senate, especially to those who are in positions to assess our progress towards tenure, promotion, and merit. I have asked, How do we confer and convey value to this service? How do we foster an organization of which committed people will continue to wish to be a part? How does the Senate leadership convey its appreciation for the significant time commitment required for Senate service? One of the goals I hope to accomplish this semester is developing ways that we may elevate the service of the Senate and address faculty dissatisfaction, and I look forward to working with the Senate and the Provost’s Office on this issue.

My hope is by demonstrating to our colleagues that we can get things done, by demonstrating to our units, department heads, and Deans that university senate service matters, we will not only improve satisfaction with the Senate, we will also ensure the vitality and longevity of the Senate by attracting the next generation of faculty who will be motivated and committed to serve in this role, and will be rewarded for doing so.

Thank you.

Cheryl Cooky, Ph.D.
Chair, University Senate

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

STEERING COMMITTEE

Deborah Nichols deborahnichols@purdue.edu

ADVISORY COMMITTEE

Cheryl Cooky senate-chair@purdue.edu

NOMINATING COMMITTEE

Fredrick Berry berryf@purdue.edu

1. An email was sent to the faculty asking to volunteer for Faculty Committees
2. The Nominating Committee is asking for volunteers to run for University Senate Vice Chair
3. The Nominating Committee will be asking Senators to volunteer for Standing Committees

EDUCATIONAL POLICY COMMITTEE

Andrew Freed freed@purdue.edu

1. The EPC is working with the Academic Progress and Records (APR) committee to update antiquated student regulations dealing with degree requirements, transfer credits, night classes, priority registration, gender neutral wording, and the student grief absence policy.
2. The EPC is continuing to be engage with the Civics Engagement Working Group as they prepare recommendations for improving civics engagement by Purdue students.
3. The Committee for Student Excellence (CSE) is working to update their mission to assist the Honors College and the National and International Scholarship Office and establish connections with high schools across Indiana.
4. The Undergraduate Curriculum Council (UCC) is working on standardizing foundational outcomes language and has begun discussing needed changes with the EPC for submittal to the University Faculty Senate for consideration.

EQUITY AND DIVERSITY COMMITTEE

Audrey Ruple aruple@purdue.edu

1. Housing for graduate students
2. Sanitary products in campus buildings
3. National Academies of Science, Engineering, and Medicine Consensus Study Report on Sexual Harassment of Women
4. Food security on campus
5. Faculty and staff continuing education recommendation
6. Diversity statement requirement for new faculty hires
7. Gender options on Purdue University applications and forms

FACULTY AFFAIRS COMMITTEE

Linda Prokopy lprokopy@purdue.edu

1. Censure and Dismissal Procedures Standing Committee
2. Faculty Compensation and Benefits Standing Committee
3. University Grade Appeals Standing Committee
4. Faculty engagement in travel policies
5. University standard S-19 (intellectual property)
6. Academic Analytics
7. Pay equity
8. COACHE survey

STUDENT AFFAIRS COMMITTEE

David Sanders retrovir@purdue.edu

1. Food Insecurity
2. SAT/ACT in Admissions--Diversity in the Student Body
3. Class Absence Policies
4. Housing
5. Mental Health

UNIVERSITY RESOURCES POLICY COMMITTEE

Randy Rapp rrapp@purdue.edu

1. URPC conducted Physical Facilities Master Plan presentation and discussion December 2. This was an overview for new members and those unable to attend the Master Plan discussion last spring. Anticipate a meeting to discuss interests in detail in February or March 2020.
2. URPC notes the Parking and Mobility survey closed in October. Participation in surveys of this sort commonly offer the best opportunity for the Purdue community to make their voices heard in matters of Physical Facilities. A valuable service Senate members can render is to remind constituents how important these surveys are, so decision-makers timely obtain an accurate sample of community needs and concerns.
3. Visual Arts and Design shall meet soon and develop action items.

Chair of the Senate, Cheryl Cooky, senate-chair@purdue.edu

Vice Chair of the Senate, Deborah Nichols deborahnichols@purdue.edu

Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu

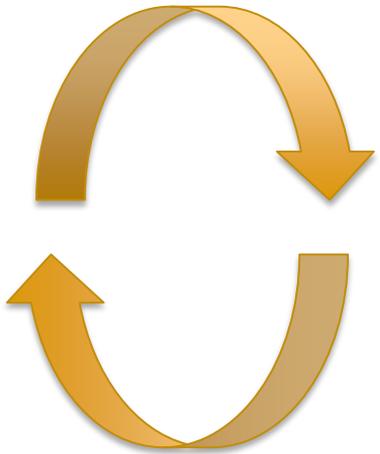
University Senate Minutes; <https://www.purdue.edu/senate>

UNIVERSITY LIBRARIES UPDATE

Journal Subscriptions and Spring 2020 review
Transforming scholarly communication

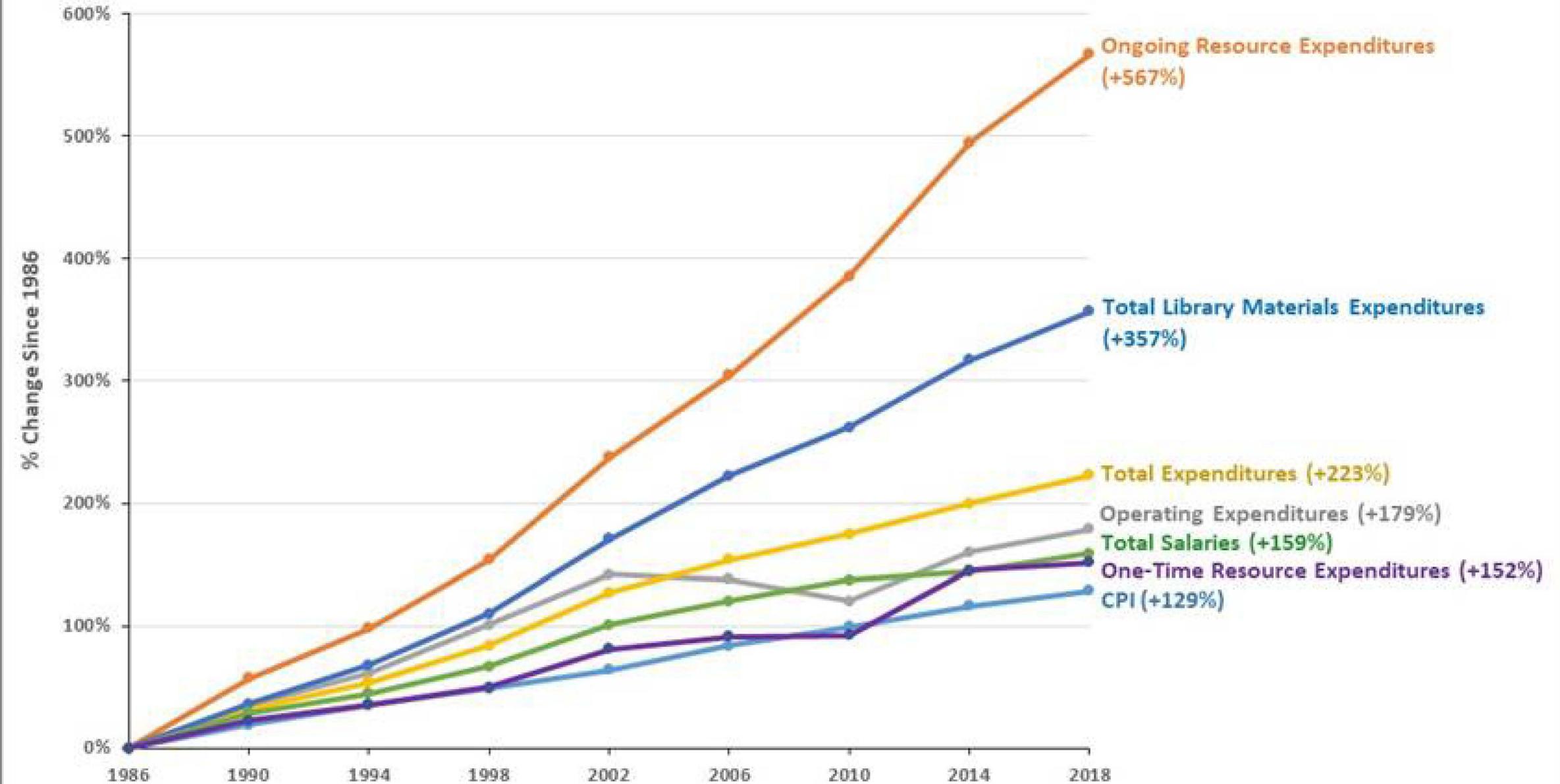
Journal Subscriptions – Publishers, Costs, Access...

National/International Issue for Higher Ed



- Scholars who conduct research and publish their results, who review and edit articles for publishers (usually without payment)
- Publishers, through subscriptions, for access to the published articles
 - Also page charges, OA fees, etc.

Expenditure Trends in ARL Libraries, 1986-2018*



*Source: ARL Statistics Survey, 1986-2018, Association of Research Libraries, Washington, D.C.

Here at Purdue:

- Journal and database subscriptions make up 82% of the collections budget and 53% of the overall operating budget
- Four publishers consume 40% of collections budget
- Subscriptions costs rise on average 4-8% any given year
- Responsible stewardship of university funds requires regular review of subscriptions. Use of one-time funds for ongoing costs is not sustainable practice

Amount of annual increase	\$129K	\$135K	\$68K	\$18K	\$18K	\$19K	\$19K	\$19K	\$20K	\$24K	\$24K	\$26K
Company profit margins	39%			28%			35%			36%		



At Purdue: Ongoing Efforts

- Review resources annually
 - FY19 cancelled \$240,000 worth of subscriptions
- Utilizing interlibrary loan for article purchases
- Currently reviewing all book acquisition methods, moving away from ownership to access
- Continue participating in/taking advantage of consortial deals:
 - Big Ten Academic Alliance (BTAA)
 - Academic Libraries of Indiana (ALI)

2020-21 Reality

- Comprehensive review Spring 2020
 - Cost/use for subscriptions, databases
 - Faculty feedback
 - List ready for faculty review in February
 - List of titles identified by May 2020
- Utilize interlibrary loan
- Educate campus re alternative access

How can faculty help?

- Participate in the spring 2020 review process
- Support Libraries taking a firm stance with publishers
- Invite Libraries to department and college meetings to discuss
- Support Libraries' adoption of *Principles of Negotiation*
 - *Financially sustainable, prioritize openness, transparent agreements*
- Consider carefully where you publish, where you edit and review, and urge colleagues to do the same
- Advocate in your professional associations for the return of scholarship to the non-profit publishing arena
- Other suggestions?

Motion from the Faculty Affairs Committee on the reporting structure for the Election Procedures Inquiry Commission

Motion:

The Election Procedures Inquiry Commission (EPIC) reports directly to the Faculty Affairs Committee (FAC). The EPIC and FAC jointly decide what should be made public to the entire Senate.