

UNIVERSITY SENATE
Second Meeting, Wednesday, 19 October 2016, 2:30 p.m.
Honors Hall, Honors College

AGENDA as AMENDED

1. Call to order Professor David A. Sanders
2. Approval of Minutes of 12 September 2016
3. Acceptance of Agenda
4. **Funds Management Project** For Information
Assistant Vice Provost for Finance and Administration Connie Lapinskas
5. **Policy on Academic Freedom** For Information
Vice President for Ethics and Compliance Alysa Rollock
6. **Remarks of the Senate Chair** Professor David A. Sanders
7. **Remarks of the President** President Mitchell E. Daniels, Jr.
8. Question Time
9. **Résumé of Items Under Consideration
by Various Standing Committees** For Information
Professor Gerald E. Shively
10. **Senate Document 15-13 Student Affairs Committee English
Language Support Resolution** For Action
Professor Russell Jones
11. **Senate Document 15-19 Resolution on Enhancing Faculty
Recruitment and Retention** For Action
Professors Alberto Rodriguez and Mimi Boutin
12. **Senate Document 16-01 Resolution on Immigrants, International
Students & Scholars and Visitors to Purdue University** For Action
Professor Heather Servaty-Seib
13. **Senate Document 16-02 Bylaws Revision Section 5.30 Equity
and Diversity Committee** For Discussion
Professor Heather Servaty-Seib
14. New Business
15. Memorial Resolutions
16. Adjournment

UNIVERSITY SENATE

Second Meeting, Wednesday, 19 October 2016, 2:30 p.m.
Honors Hall, Honors College

Present: *D. A. Sanders (Chairperson of the Senate), J. W. Camp (Secretary of Faculties and Parliamentarian), S. C. Chang Alexander, C. L. Ashendel, J. Ann Banks, S. P. Beaudoin, B. Bhargava, B. Blankenship, J. Stuart Bolton, M. Boutin, S. S. Broyles, C. E. Butzke, R. Cabot, N. Carroll, M. Ming Chiu, C. W. Clifton, E. Coda, M. Corless, R. A. Cosier, J. Cover, B. Craig, C. D. Fisher, G. Denger, P. E. Dunn, D. S. Elliott, L. T. Esters, D. M. Fekete, D. Ferullo, C. D. Fisher, E. A. Fox, A. M. Friedman, C. A. Hrycyna, W. J. Hutzler, R. E. Jones, Y. Kaakeh, R. Kaufmann, H. A. McNally, S. I. Mohammed, N. Neumeister, D. L. Nichols, L. Nies, J. C. Niser, V. Quinn, C. Fraser Riehle, A. J. Rodriguez, J. H. Rodriguez, C. S. Ross, S. M. Rotar, A. Ruple, H. L. Servaty-Seib, G. E. Shively, J. Sinfield, K. Sriramesh, J. A. Story, E. Strickland, F. Wang, L. Weldon, P. Wenthold, K. Williams, F. Yang, C. (Hanley) Archer, H. Beasley, F. J. Dooley, B. Frazee, P. Hollenbeck, L. Mason, A. C. Rollock, J. Ross, S. Johnson (Sergeant-at-Arms).*

Absent: *P. M. Aaltonen, R. Adams, B. J. Alge, K. D. Alter, J. Appenzeller, A. M. Beck, T. Bhattacharya, E. Blackwood, G. Blaisdell, K. Bross, G. Cheng, J. Cheng, M. Comer, C. Cooky, I. Cox, L. P. DeBoer Jr., D. Dutta, M. A. Hill, M. Ivantysynova, R. Johnson-Sheehan, T. Kelley, C. M. Krousgrill, S. Landry, S. Liu, V. Lowell, R. Lucht, J. Ma, J. R. Mariga, K. Matsuki, J. Mohler, C. Morales, B. Nowack, R. Pasupathy, R. Pinal, L. Prokopy, D. Ragland, T. Sizyuk, E. Slamovich, W. E. Sullivan, J. M. Thom, J. Watt, A. K. Zeller, M. B. Cline, T. Eakin, L. Kane, L. Parker, K. L. Sermersheim.*

Guests: *Allen Bol (CSSAC), Suzanne Nichols (PLACE), Chris Kulesza (PGSG), Mike Brzezinski (International Programs), Jon Harbor (Provost Office), April Ginther (OEPP/PLACE), Denny Darrow (HR), Krista Henery (WLF-TV), Jacob Goedde (PSG), Dave Bangert J&C), Spencer Deery (Publishing), Trevor Thain (Purdue Pharmacy), Jessica Nicholson (Purdue Pharmacy), Stan Jastrzebski (WBAA Radio), Patrick Kain (PHIL/CLA), Brent Drake (OIRAE), Patricia Keen (Provost Office/Funds Mgmt Project), Connie Lapinskas (Presenter – FMP), Keith R. Kluender (Speech, Lang&Hearing Sci).*

1. The meeting was called to order at 2:35 p.m. by Chairperson David Sanders.
2. The minutes of the 12 September 2016 Senate meeting were approved as distributed.
3. In order to accommodate the President's scheduled arrival, the Agenda was amended to move Items 12 and 13 (the informational presentations) into the slots for Items 4 and 5. The following items were moved down, accordingly. The Agenda was accepted as amended.
4. Assistant Vice Provost for Finance and Administration Connie Lapinskas presented, for Information, a description of the Funds Management Project (FMP) that has recently started (see Appendix A). Following the presentation, Assistant Vice Provost (AVP) Lapinskas took questions from the floor. Professor Jody Banks asked if indirect (overhead) costs would be included in the "balance". AVP Lapinskas answered that they would not be included. Professor Richard Cosier suggested that it would be a "nightmare" if Purdue swept unit accounts leading to a zero-based budget process. AVP Lapinskas stated that is probably not the path that will be recommended by the FMP committee. The intent is to develop better strategies for managing funds rather than take back funds from units. Professor Laurel Weldon is a member of the FMP Committee (and a Senator) and said that committee members take the concept of shared governance very seriously and the committee is very early in its work and does not have answers to specific questions at

this time. Professor Sanders noted that the President and Provost have solicited faculty input for various committees and task forces and wondered why that had not been the case during the formation of the FMP Committee. AVP Lapinskas said that the members were chosen based on pertinent expertise of those groups most directly affected. Professor Gerald Shively asked about Senate relationships of the committee members. AVP Lapinskas stated that at least three members of the FMP Committee or its subcommittees are members of the Senate. Finally, AVP Lapinskas noted that questions, comments and suggestions from the Purdue University community can be sent to the email address in the presentation.

5. Vice President for Ethics and Compliance Alysa Rollock presented, for Information, a draft of a recommended University Policy on Academic Freedom (see Appendix B). VP Rollock explained that the current statement on Academic Freedom is contained in University Policy B-48. The proposed University Policy will be a stand-alone policy. Suggested revisions from the wording in B-48 largely clarify that other levels of members in the University Committee are also covered by a policy on Academic Freedom. VP Rollock's presentation was for information at the Senate meeting and comments and feedback should be sent to VP Rollock and the Faculty Affairs Committee (Chaired by Professor Levon Esters). Following the presentation, VP Rollock answered questions from the floor. Professor Weldon said that she has had conversations with colleagues who are concerned that Academic Freedom can allow bullying and harassment. VP Rollock stated that Academic Freedom does not give on license to bully or harass other individuals. In response to a question from Professor Natalie Carroll, VP Rollock said that the proposed policy will supersede the wording in University Policy B-48. Professor Chris Clifton asked why the last paragraph only applies to faculty members. VP Rollock stated that the paragraphs speaks to right associated with tenure and promotion. However, she will take his comment to the committee as a suggestion for making the wording more expansive and inclusive. Professor Bharat Bhargava presented a hypothetical case in which a faculty advising a student might suggest to a student that they should work for one company vs. a different company or sign up for one class vs. a different class. Would these situations be covered by the Academic Freedom Policy? VP Rollock said these examples would be considered on a case-by-case basis.
6. Professor Sanders presented the remarks of the Chairperson (see Appendix C).
7. President Daniels presented the remarks of the President (see Appendix D).
8. Professor Gerald Shively, Chair of the Steering Committee, presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix E). The Chairs or designees of the Senate standing committees briefly described the current activities of their respective committees.
9. Question Time:
 - Professor Steven Landry submitted the following written statement prior to the Senate meeting:
 - "The Colleges and Schools are beginning to provide guidance for documenting student mentoring on President's Form 36. Unfortunately, we have no insight or experience with what is expected beyond the primary and area promotion committees regarding student mentoring. In trying to provide guidance to junior faculty, we would like to know if the University promotion

committee and Board of Trustees are expecting to see a particular level or specific types of mentoring activities in promotion cases put forward to them, or if, as with other promotion criteria, the University promotion committee and Board of Trustees will largely accept the judgment of primary and area promotion committees regarding the sufficiency of someone's overall promotion case."

- President Daniels responded that he knows it is the intention of the Provost and the Board of Trustees (BoT) to be aligned with the faculty on this matter. Many of the guidelines have been drafted and he has been told that they are explicit and clear and should not cause any confusion about the rights of junior faculty members. There will be a productive conversation on this matter among all of the concerned parties and when consensus is reached, things should move forward without a hitch. Vice Provost Peter Hollenbeck is leading this effort and he agreed with President Daniels' summation. If the guidelines are clear from the start and the BoT is in agreement, there should not be any problems about promulgation.
 - Professor Laurel Weldon noted that some of the programs at IPFW will be shut down as soon as the beginning of the Spring Semester. President Daniels said that there had been a two-year process initiated at IPFW that produced a series of recommendations that will now be acted upon. The IPFW campus enrollment has decreased by approximately 3,000 students in the last few years. Some programs are undersubscribed and some have no students enrolled. The University Strategic Alignment Process (USAP) has been open and visible to the faculty, staff and students and its report was submitted in January 2016. IPFW will no longer accept entrants into undersubscribed programs, but will protect tenured faculty while reducing the number of non-tenure track instructors. IPFW will try to attract additional students with new, appropriate programs that fit the mission of the campus. The current state of affairs cannot continue and the USAP report provides suggestions to ameliorate the enrollment decline.
 - Mr. Christopher Kulesza from the Purdue Graduate Student Government expressed concerns about the relationship between the BoT and the University Senate. He suggested that comments from the Senate Chair to the BoT are burning bridges. President Daniels said that the relationship is actually going well. In the last few years improvement has occurred because there has been enhanced communication between the BoT and the Senate. This occurred following the appointment of the Senate Chair as a non-voting member of the Academic Affairs Committee. President Daniels said some of the BoT members may visit the Senate meetings. The interactions have been well-received by all involved.
 - Professor Sanders asked if there were plans for a university-wide hiring freeze. President Daniels noted that this may occur, but only at the unit level. Some units asked for additional lines and some were declined by the Provost, especially for programs that are getting smaller. Perhaps this is what has stimulated the questions that have arisen on campus.
10. Professor Russell Jones introduced, for Action, **Senate Document 15-13**, *Student Affairs Committee English Language Support Resolution*. Professor April Ginther joined Professor Jones at the podium. Professor Jones explained the rationale for the program. A motion to approve the document was made and seconded. No discussion occurred and the vote was taken. The motion to approve the document passed with 42 votes in favor, 9 votes in opposition and 1 abstention.

11. **Senate Document 15-19**, *Resolution on Enhancing Faculty Recruitment and Retention*, was presented, for Action, by Professor Alberto Rodriguez. A motion to approve the document was made and seconded. Professor Rodriguez highlighted the changes made to the document based on suggestions from the Senate members. These are highlighted in yellow in the document. Professor Evelyn Blackwood asked if there were specifics on the way that departments organized the proposed committees and how will the members be educated to serve on the committees, i.e. Item 1. Professor Rodriguez said there was no process outlined for developing these committees. The Equity and Diversity Committee (E & DC) left it to the Colleges to decide how best to form the committees based on their Bylaws. For example, in the College of Education this type of committee already was defined in the Bylaws, but it was not active for some time. The College of Education reactivated their committee. The E & DC will help the Colleges form their committees, if appropriate. Professor Ralph Kaufmann asked why the word “should” was changed to “must”. Professor Rodriguez suggested that the wording means the candidates must have a commitment to equity and diversity even if they have not had time in their career to have demonstrated evidence of the commitment. This will be especially true for junior faculty member hires. As long as they can demonstrate a commitment to diversity and equity, they will have an opportunity to demonstrate it during their career. Associate Dean of The Graduate School, Linda Mason, noted that from basis of the Purdue University Advance Group, a candidate can state what the future goals are and not just what has been accomplished so far. She has seen some very good things in cover letters from people with great ideas, but they are too new to have demonstrated them in their careers. Following the discussion the vote was taken and the motion to approve the document passed with 46 votes in favor, 3 in opposition and 1 abstention.

12. Professor Heather Servaty-Seib, Vice-Chair of the Equity and Diversity Committee (E & DC), presented **Senate Document 16-01**, *Resolution on Immigrants, International Students & Scholars and Visitors to Purdue University*, for Action. A motion to approve the document was made and seconded. During the discussion, Professor Servaty-Seib explained the rationale for the resolution and emphasized that it is a powerful statement of what we stand for at Purdue University. She emphasized that this is a real issue and encompasses our interactions with our colleagues and students. Professor Servaty-Seib asked her Senate colleagues to consider which voices are interrupted most and least. She further challenged her colleagues to consider those interactions. Following the discussion the document was approved with 49 votes in favor and 1 vote in opposition.

13. **Senate Document 16-02**, *Bylaws Revision Section 5.30 Equity and Diversity Committee*, was presented, for Discussion, by Professor Servaty-Seib. She provided rationale for the changes and highlighted the changes. These revisions will put the committee in line with other Senate Standing Committees. Professor Shively recommended the removal of the plural “their” in the document. Professor Servaty-Seib will take this recommendation to committee. Professor Kaufmann asked for clarification on the wording concerning the removal of “Chair, Vice-Chair and Secretary” from the committee description. Professor Servaty-Seib noted that by removing these specific officers, the committee description will more closely match the other standing committees’ descriptions. The document will be voted on at the November Senate meeting.

14. Under New Business, Professor Stephen Beaudoin mentioned that his unit recently hired a new faculty member who specifically mentioned our autism insurance coverage as an important reason for choosing to work at Purdue University. Adding autism coverage has made a tremendous difference in the image of Purdue University and has helped attract good faculty members. Professor Sanders concurred and mentioned the involvement of the Senate in helping obtain autism coverage.
15. No Memorial Resolutions had been received.
16. Having no additional business, the meeting adjourned at 4:15 p.m.

FUNDS MANAGEMENT PROJECT OFFICE OF THE PROVOST

UNIVERSITY SENATE

October 19, 2016

STATING THE ISSUE

- University fund balances totaled almost \$2B at FY16 year-end (*all funds*)
- Provost units had an estimated balance \$651M (*excluding SP accounts*) at FY16 year-end
- Balances have been increasing. . . from \$367M in FY11 to \$651M in FY16

STATING THE ISSUE

- President, Treasurer, Provost are interested in these balances
 - What is contributing to these significant balances?
 - Where are these balances?
 - Why do they continue to increase?
 - Do units need this cash?
 - How can these funds benefit the academy?

FUNDS MANAGEMENT PROJECT → FMP

- In response, the Provost launched the FMP
- A very high priority project for the Provost
- A committee of 12 faculty & staff have been appointed

COMMITTEE MEMBERS

- **Connie L. Lapinskas** (Chair), Assistant Provost for Finance and Administration
- **Frank J. Dooley**, Vice Provost for Teaching and Learning
- **Jay T. Akridge**, Glenn W. Sample Dean of Agriculture
- **David L. Hummels**, Dean of Krannert School of Management
- **Abhi V. Deshmukh**, James J. Solberg Head of Industrial Engineering
- **Keith R. Kluender**, Department Head of Speech, Language & Hearing Sciences
- **Elizabeth Topp**, Department Head of Industrial and Physical Pharmacy
- **S. Laurel Weldon**, Director of Purdue Policy Research Institute/Distinguished Professor of Political Science
- **Jeffery T. Bolin**, Associate Vice President for Research
- **Jason M. Dietz**, Director of Financial Affairs, Engineering
- **Tammy S. Emilson**, Director of Financial Affairs, Science
- **Rukhsana A. Malik**, Financial Analyst, Strategic Initiatives, Office of the Provost

PROJECT OBJECTIVES

- 1) Fully understand the reasons for the accumulation of cash balances
- 2) Align all strategies to a set of key values
- 3) Design a broad plan with multiple strategies to address current fund balances
 - Take into account unit needs, commitments, plans
 - Provide overarching opportunities for investment in the academy
- 4) Develop a plan for ongoing management of future fund balances
 - Establish guidelines for cash balance tolerances
 - Assure our future cash balances meet these tolerances
 - Assure financial stability
 - Avoid under-utilized cash resources

PROJECT DELIVERABLES

- Set of strategies for current and ongoing management of fund balances
 - Unit Level Strategies – Multiple options to best fit unit needs
 - Provost Level Strategies – Overarching approaches applied across the academy
- Implementation plan

FUNDS MANAGEMENT PROJECT

PROGRESS TO DATE

Initially launched four Subgroup Projects:

- * Student Aid
- * Professorships
- * Faculty Start-up
- * Central Bank Concept

Just added two additional Projects:

- * Fellowships
- * Appropriated Funds (AG/HHS/VET)

Preliminary Studies

- * Student Life
- * Income Producing
- * State Line

Subgroups: Committee Members and Colleagues

COMMUNICATION PLAN

- **Goal is two-fold, two-way**
 - Regular sharing of information by committee
 - Feedback, input and ideas from faculty and staff
- **Targeted communications with key groups**
- **Launched FMP webpage**
 - Charter, Key Values, Communication Plan
 - Updates on subgroup topics or strategies
 - Dedicated email for feedback

FUNDS MANAGEMENT PROJECT

FEEDBACK & INPUT

FMP Email Address:

fundsmanagement@purdue.edu

FMP Website:

<https://www.purdue.edu/provost/about/provostInitiatives/FundsMgmt/index.html>

FUNDS MANAGEMENT PROJECT

Summary

The Provost has commissioned the Funds Management Project (FMP) to consider the increasing fund balances in academic units, why balances are growing, and how these funds might be better managed for the benefit of the units and the academy.

A committee representing key stakeholder groups (*see FMP website for membership*) was appointed by the Provost in late June (*see FMP website for charge letter*).

Description of Issue

FY16 university year-end cash balances are projected at \$1.9B (all funds); balances in units reporting to the Provost total an estimated \$651M (excluding sponsored projects). These balances are spread across all funds including general funds, gifts, state and county lines, federal appropriated, auxiliary, income producing, plant, regulatory and student aid. Note that balances in Provost units have increased from \$367M in FY11 to \$651M in FY16.

It is important to understand that much of this \$651 million is committed in one way or another to multi-year uses such as faculty start-up, endowed professor support, facility projects, etc. – a relatively modest portion is uncommitted. For example, of the \$651M FY16 balance in the academic areas, \$247M was in the general funds with an estimated 80% in multi-year commitments supporting the academic enterprise.

Fund balances and **cash balances** both refer to revenue less expenditures at any point in time. **Carry-forward balances** are the same as **year-end balances**.

There are many reasons for accumulating cash (*the committee needs to understand all reasons*). A few examples include building reserves for large expenditures, funding multi-year commitments, uncertainty over future budget decisions, and conservative spending due to limited new resources. At the most fundamental level, cash is on hand because of differences in when the University receives cash and when it is used.

The cash balance at a point in time may not be a good indicator of a unit's financial health or the unit's effectiveness at using funds – the commitments against that cash must be considered (as described above). Other factors that may affect cash balances include fund restrictions which may limit how funds can be used; the impact of alternative fiscal years on the timing of fund receipt and disbursement; and accounting/reporting events that affect cash balances on any particular date (ex., summer expansion transfers or federal appropriations).

Project Objectives

The Project Charter outlines the project objectives (*see FMP website for Project Charter*). In summary, they include:

- Fully understand the underlying factors and influences for the accumulation of cash
- Develop a broad plan that includes multiple strategies to address **current fund balances**
 - That meet unit resource needs, immediate and longer term
 - That provide overarching opportunities for investment in the academy
- Develop a plan for ongoing management of **future cash balances** during the fiscal year and longer term
- Establish accepted and documented cash balance tolerances that can guide units
- Align all strategies to a set of **Key Values** established by the committee (*see FMP website for Key Values*)

Approach

The FMP Committee will draw on Purdue resources outside its membership to join the committee's work on specific strategies or provide specialized information. The committee will likely use interest groups for feedback and input. In addition, the FMP website has been developed and includes a provision to submit feedback to fundsmanagement@purdue.edu.

A robust **Communication Plan** has been developed (*see FMP website for Communication Plan*) that includes regular updates to Deans, Department Heads, University Senate, EVPRP, DFAs, and Treasurer.

Current Strategies

Six subgroups have been launched to date and include Student Aid, Professorships, Faculty Start-up, Central Bank Concept, Fellowships, Appropriated Funds (*see FMP website for description of these Strategies*).

FMP Website

The FMP website can be accessed at <http://www.purdue.edu/provost/about/provostInitiatives/index.html> and selecting Funds Management Project under Provost Initiatives. The FMP website is restricted to West Lafayette faculty and staff so a User Name and Password will be required.



Academic Freedom (I.A. _)

Volume I: Academic and Research Affairs

Chapter A: Education and Research

Responsible Executive: President

Responsible Office: Office of the Executive Vice President for Academic Affairs and Provost

Date Issued: [TBD]

Date Last Revised: N/A

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Appendix

CONTACTS

Subject	Contact	Telephone	Email/Web Address
Policy Clarification	Vice Provost for Faculty Affairs	765-494-5425	www.purdue.edu/provost/about/facultyAffairs.html
Calumet and North Central Campus Questions	Vice Chancellor for Academic Affairs	219-989-2446 or 219-785-5243	vcaa@purduecal.edu
Fort Wayne Campus Questions	Vice Chancellor for Academic Affairs and Enrollment Management	260-481-6116	www.ipfw.edu/offices/oa/contact/
West Lafayette Campus Questions	Vice Provost for Faculty Affairs	765-494-5425	www.purdue.edu/provost/about/facultyAffairs.html

STATEMENT OF POLICY

Purdue University is committed to fostering a community where scholarship, research and creative expression thrive. Academic freedom is fundamental to the pursuit of knowledge in that it encourages open discourse, inquiry and debate among faculty and students.

Faculty, lecturers, instructors, researchers and students have full freedom as researchers, scholars and artists, and are assured freedom to communicate their work, to advocate solutions to human problems and to criticize existing institutions. This freedom is subject only to adequate performance of their academic duties and to obligations they may have voluntarily assumed in accepting support for their scholarly work or research. It should be recognized that research activities are also subject to University policies on patents, copyrights and inventions set forth in the policy on [Intellectual Property \(I.A.1\)](#), as updated from time to time, where applicable, and to duly established regulations designed to protect the rights and welfare of human subjects.

Faculty, lecturers and instructors have freedom in the classroom in discussing their subject matter. They also have the responsibility to avoid infringing upon the students' right to learn by introducing irrelevant subject matter.

Faculty members are members of society; when they speak or write in that capacity, freedom from University discipline prevails. The special position in the community enjoyed by a faculty member, however, imposes special obligations. As a scholar and a member of the University faculty, the public may judge one's profession and the University by public utterances. A faculty member is expected to make every effort to indicate that he/she is not a spokesperson for the University when speaking or acting as a private person. A faculty member who assumes a governmental or political position or responsibility with the full consent and knowledge of the University is protected in his or her tenure rights in the event of controversy arising from the performance of such governmental or political duties.

REASON FOR THIS POLICY

The University reaffirms its commitment to academic freedom, which is essential to its educational mission and critical to diversity and intellectual life.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

Faculty, lecturers, instructors, researchers and students of Purdue University.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

President, Vice Presidents, Chancellors, Vice Chancellors, Vice Provosts, Deans, Directors and Department Heads/Chairs

- Recognize the academic freedom afforded to faculty members and students.

Faculty, Lecturers, Instructors and Researchers

- Recognize the academic freedom afforded to colleagues and students.
- In exercising one's own academic freedom, remain faithful to one's professional duties and obligations.

Students

- Recognize the academic freedom afforded to faculty, lecturers, instructors, researchers and fellow students.

DEFINITIONS

Defined terms are capitalized throughout the document and may be found in the central [Policy Glossary](#).

RELATED DOCUMENTS, FORMS AND TOOLS

[Intellectual Property \(I.A.1\)](http://www.purdue.edu/policies/academic-research-affairs/ia1.html): www.purdue.edu/policies/academic-research-affairs/ia1.html

WEBSITE ADDRESS FOR THIS POLICY

[University Policy Office will complete.]

HISTORY AND UPDATES

[Date TBD]: This policy supersedes language that pertains to academic freedom in the Principles and Policies for Academic Freedom, Responsibilities and Tenure, and Procedures for Termination of Faculty Appointments for Cause (Executive Memorandum No. B-48), dated July 1, 1977.

APPENDIX

There are no appendices to this policy.

CALENDAR OF STATUS OF LEGISLATION

SENATE DOCUMENT	TITLE	ORIGIN	SENATE
15-13	Senate Document 15-13 Student Affairs Committee English Language Support Resolution	Student Affairs Committee Professor Russell Jones	*Approved 19 October 2016
15-19	Senate Document 15-19 Resolution on Enhancing Faculty Recruitment and Retention	Professors Alberto Rodriguez and Mimi Boutin	*Approved 19 October 2016
16-1	Senate Document 16-01 Resolution on Immigrants, International Students & Scholars and Visitors to Purdue University	Equity and Diversity Committee Professor Prokopy and Professor Feng-Song Wang	*Approved 12 September 2016
16-2	Senate Document 16-01 Bylaws Revision Section 5.30	Equity and Diversity Committee Professor Heather Servaty-Seib	*For Discussion 19 October 2016

What does the Senate accomplish?

Had the privilege attending dedication of Morris Levy Playground dedication at Patty Jischke Early Care and Education Center

Recent meeting of Big 10 Academic Alliance Senate Leadership

Accomplishment?

Autism Benefits

Persistence of individual and Senate backing

Board of Trustees members at Senate meetings/regular meetings with leadership

Lilly, undergraduate laboratories, education not economic development, importance of liberal arts, importance of research, faculty voting member of BoT

Academic Affairs Committee

Regular meetings of Chairs of Standing Committees, reconstituted active Faculty Committees. Encourage Chairs likewise, Address Regional campus issues

Met with Student leadership APSAC (CSAAC couldn't make meeting but future), coordination on issues of mutual interest, meeting with Deans

Lots of positive feedback and suggestions about agenda—also other issues. Thanks for having people identify themselves.

Good relationship with President Daniels and Provost Dutta
Working through Senate Committees on

Academic Excellence

Academic Integrity

Academic Rigor

Tobacco-Free Campus Policy

Commitment to Diversity

Can't say the same for Treasurer and Chief Financial Officer
No meetings/ignores input/directives that mean Senate is evaded (Funds Management Project)

Resolutions

Highlight Resolution on Immigrants, International Students & Scholars and Visitors

Anticipate resolution on teaching evaluations at next meeting

Final note on procedure—Bylaws, Resolutions are labeled “For Discussion” at one meeting—feedback, potential changes. Next meeting, Chair of submitting Standing Committee can request postponement, not another discussion. Next meeting—“for Action”. Motion for vote is followed by discussion.



PURDUE
UNIVERSITY

PURDUE SMOKING POLICY CHANGES

2001

- West Lafayette banned inside residence halls

2005

- Banned in all West Lafayette buildings
- Permitted 30 feet from entryway

2005-09

- Northwest campuses become smoke free

2010

- W.L. limits smoking to designated areas

2014 -15 Regionals tobacco / vape free

FEEDBACK RECEIVED TO DATE

- Purdue Center for Cancer Research; College of Pharmacy: **Strong support**
- APSAC & CSSAC: **No formal vote but generally supportive**
- Various health related student groups: **Strong support**
- PGSG & PSG: **Concerns**
- University Senate: **Under discussion**

CEO GOLD STANDARD



- Purdue qualifies in all but “Tobacco-Free Workplace”
- 195 employers accredited
- Only Ohio St. among Big Ten

5 PILLARS

1. Prevention
2. Screening
3. Cancer Clinical Trials
4. Quality Treatment & Survivorship
5. Health Education & Health Promotion



PURDUE
UNIVERSITY

19 October 2016

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

STEERING COMMITTEEGerald Shively shivelyg@purdue.edu**ADVISORY COMMITTEE**David Sanders senatechair17@purdue.edu**NOMINATING COMMITTEE**Natalie Carroll ncarroll@purdue.edu**EDUCATIONAL POLICY COMMITTEE**Ralph Kaufmann rkaufman@purdue.edu

1. Assessment of critical thinking skills of Purdue students
2. Academic integrity at Purdue
3. Clarification of student regulations and academic policies

EQUITY AND DIVERSITY COMMITTEELinda Prokopy lprokopy@purdue.edu

1. Working to ensure successful implementation of Senate Document 15-11 (related to Freedom of Expression)
2. Discussing issues related to faculty and staff recruitment and retention
3. Updating committee bylaws

FACULTY AFFAIRS COMMITTEELevon Esters, Chairperson lesters@purdue.edu

1. Course Evaluations
2. Clinical Faculty Leaves Policy
3. Procedures for Reducing Teaching Duties in Cases of Child Birth, Adoption and Foster Placement
4. Annual Review (post tenure review)
5. Academic Rigor and Grade Inflation

STUDENT AFFAIRS COMMITTEERussell Jones, Chairperson russjones@purdue.edu

1. We are presenting for a vote the resolution on continued funding for PLaCE, the ESL learning center.
2. We are considering a resolution on Absence Approval for Students on University Sanctioned Activities.

UNIVERSITY RESOURCES POLICY COMMITTEEAlan Friedman afried@purdue.edu

1. Purdue Innovation District (Suggestions to help produce a great development)
2. Resources to support continuing English language and culture training (Where should they come from?)
3. A tobacco-free campus? (Is this desirable or have we already done enough to make tobacco use unattractive?)
4. Sustainability strategic plan (What's the most sustainable we can reasonably achieve?)
5. Student and staff safety wrt pedestrians, bicyclists, skateboarders, routes, signage, and rules

Chair of the Senate, David A. Sanders, senatechair17@purdue.edu
Vice Chair of the Senate, Alberto J. Rodriguez senate-vice-chair@purdue.edu
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu
University Senate Minutes; <http://www.purdue.edu/senate>

To: The Purdue University Senate
From: The Student Affairs Committee
Subject: English Language Support for International Undergraduate and Graduate Students
Disposition: University Senate for Discussion

WHEREAS: Purdue University benefits greatly from the presence of international undergraduate and graduate students, but these benefits cannot be fully realized when international students experience language and cultural barriers.

WHEREAS: A major concern of the administration, student body and senate is better integration and cultural exchange between our international and domestic students, and the Student Affairs Committee has found that in surveys of international undergraduate students, their perception of their weak English skills is a major barrier to engaging in activities with domestic students.

WHEREAS: Excellent oral and written communication skills are considered foundational learning outcomes of Purdue's undergraduate education experience (Senate University document 11-7). English language proficiency of graduating international students should be considered an integral part of how student success is measured.

WHEREAS: The current Purdue Language and Cultural Exchange (PLaCE) program (two 3-credit courses, *GS 100 and 101: English Language and American Culture for International Students, I & III*); Two additional integral components, the PLaCE Language Partner Program (LPP) and the Assessment of College English - International (ACE-In), has demonstrated significant gains in student oral reading fluency and in free-response speaking fluency, a requirement of University Senate Resolution 14-10.

WHEREAS: This program provides a strong English language and cultural support structure to ensure that Purdue remains a desired U.S. destination for international students.

WHEREAS: Faculty who have transformed their courses as part of IMPACT (Instruction Matters: Purdue Academic Course Transformation) are especially concerned with the English language skills of international students. As their redesigned courses anticipate significant group work and interpersonal interaction, English conversational skills are increasingly important to the student-engaged classroom. Thus, PLaCE is critical to the success of IMPACT.

WHEREAS: Many graduate programs require students to be a teaching assistant as part of their curriculum, and all graduate students must be certified for oral English proficiency before being assigned teaching assistantships. However, opportunities for the development of English language skills for graduate students are limited to English 620 (Classroom Communication for Graduate Students) and 621 (Written Communication for International Graduate Students), and these courses are oversubscribed.

WHEREAS: The PLaCE program is currently funded for the 2016-2017 school year to support instruction of approximately 500 International undergraduates with TOEFL Total scores below 100, and less than 25 on the TOEFL Speaking subsection.

WHEREAS: Most universities do not rely solely on TOEFL scores, but rather use an entry level test for the purpose of placing international students in appropriate support courses.

WHEREAS: The administration of PLaCE will move to the College of Liberal Arts, effective July 1, 2016.

THEREFORE, BE IT RESOLVED THAT: The University Senate recommends that the highest priority be given to continued support and development of the PLaCE program for both incoming international undergraduate and graduate students who are admitted with a total score of 100 or less on the TOEFL (or an equivalent) and a speaking score of less than 25, and provide placement testing for them.

Respectfully submitted,
Russell Jones, Chair
Student Affairs Committee

Approve:

Pam Aaltonen
Mary Comer
Edward Fox
Stan Gelvin
Matthew Ginzler
Chad Jafvert
Russell Jones
Linda Mason
Carlos Morales
Robert Nowack
Sandra Rossie
Kipling Williams

Senate Document 15-19 (Revised)
Resolution introduced 18 April 2016; Revised 19 October 2016

TO: The University Senate
FROM: Senate Equity & Diversity Committee
SUBJECT: Enhancing Faculty and Staff Recruitment and Retention
DISPOSITION: University Senate Vote

Whereas, “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” (University Mission).

Whereas, Purdue is committed to launching tomorrow’s leaders through characteristics such as: “A learning environment immersed in a rich and dynamic culture of diversity, equality, and inclusion for all people, with widespread support and a diverse educational climate for an evolving global society” (p. 6, New Synergies).

Whereas, “People are one of Purdue’s greatest assets in realizing the goals of discovery, learning, and engagement. To attract and retain the best faculty, students, and staff, Purdue must sustain an environment rewarding ideas that are innovative, relevant, impactful, and forward-thinking. Purdue is able to sustain this rich educational environment by promoting inclusive excellence. Inclusive excellence is achieved by infusing diversity into all aspects of the university and thus ensuring that the best and most promising talent is recruited and retained, that a diverse student body is prepared for a global economy, and that we foster an environment that allows all students to reach their full potential” (p.2, Report of the Provost’s Advisory Committee on Diversity, 2016, <https://www.purdue.edu/provost/faculty/documents/ACD-Report-2016-04-28.pdf>).

Whereas, Purdue University receives millions of dollars in federal contracts, and whereas, the University is required by federal law to develop and monitor a written affirmative action plan.

Whereas, it is the responsibility of ALL faculty members to assist in the advancement of the university’s equity and diversity goals.

Whereas, it is a well-established concern that faculty and staff from underrepresented minority groups often experience a “diversity tax;” that is, being expected to serve in more committees and/or being assigned additional duties because of the need to address diversity and equity issues and/or the need to have underrepresented minority groups representation in various committees at the department, college or university level.

Now, therefore, be it resolved by the University Senate as follows:

I. The University Senate receives the Equity and Diversity Committee's recommendations for enhancing faculty and staff recruitment and retention (attached)

II. The University Senate accepts the recommendations listed below and urges the university administration to support the implementation of these recommendations promptly:

A. Establishing and/or Activating College Equity and Diversity Committees:

1. Each college and all comparable administrative units should have an active Equity and Diversity Committee or its equivalent.
2. Each College Equity and Diversity Committee should review the yearly University's Affirmative Action Plan and become aware of its unit's *placement goals* and tenure and promotion trends
"In every job group where a deficiency is found, placement goals are set for the entire campus or, in the case of faculty, for each college or school. A placement goal is defined as the University established target, which the University makes a good faith effort to achieve. Separate placement goals are set for minorities and for women." (Affirmative Action Report, 2015, p. 25).
3. Each College Equity and Diversity Committee should review the Report of the Provost's Advisory Committee on Diversity and all accompanying action items and review progress toward successful completion of faculty, staff, and student recruitment and retention action items relevant to its college/administrative unit.
4. Each College Equity and Diversity Committee should review trends in graduate students' recruitment and retention.
5. Each College Equity and Diversity Committee should review the best trends in training of reviewers for graduate applicants compiled by the Director of Office of Interdisciplinary Graduate Programs.
6. *Each Faculty and Staff Search Committee should identify one of its members to be a liaison with the unit's EDC to collaborate on establishing as diverse an applicant pool as possible.*
~~Faculty and Staff Search Committee should identify one of its members to be a liaison with the unit's Equity and Diversity Committee to share information about the pool of applicants, as well as the short list of applicants selected by the Search Committee.~~
7. ~~The College Equity and Diversity Committee should provide recommendations to members of Search Committees and Deans or administrative heads regarding the pool of applicants and selected short list.~~
7. Each College Equity and Diversity Committee should meet with faculty or staff who have decided to leave their unit to gather information that could then be used for future recruitment and retention strategies.
8. The Chair and Vice-Chair of the University Senate Equity and Diversity Committee should organize meetings with the participation of all of the Equity and Diversity Committee's chairs and vice-chairs from each college and administrative unit. These meetings should occur once a year with a focus on discussing each unit's progress on placement goals, trends in retention, tenure and promotion, and any other common issues associated with faculty and staff recruitment and retention. These

- meetings could also be used to share best practices and ideas for improving recruitment and retention.
9. A summary of findings from these yearly meetings of College Equity and Diversity Committee chairs and vice-chairs should be made available to the Senate and the Deans or administrative heads of each unit for information and action.

B. Addressing diversity in all faculty hire advertisements:

The University Senate *recommends to make it a requirement that all colleges or administrative units include* the statement below in ALL new faculty hire advertisements:

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.

The successful candidate ~~should~~ *must* have a commitment to diversity and promoting a multicultural environment for learning.

Respectfully Submitted,
Alberto J. Rodriguez, Chair
Equity & Diversity Committee

Approved:

Alberto J. Rodriguez
Heather Servaty-Seib
Mark Smith
Mimi Boutin
Lowell Kane
Shana Hardy
T. J. Boisseau
Bharat Bhargava
Kip Williams
Feng-Song Wang
Julie Mariga

Abstained: Linda Prokopy

Absent: Alysa Rollock, Paul Ebner, Miranda Campbell, Sheriff Almakki

**Resolution revised and re-approved at the Equity and Diversity Committee meeting on
September 21, 2016**

Approved:

Stewart Chang Alexander
Bharat Bhargava
Tithi Bhattacharya
Mimi Boutin,
James Mohler
Shankali Pradhan (PGSG rep)
Linda Prokopy (chair)
Catherine Fraser Riehle
Heather Servaty-Seib (vice-chair)
Tatyana Sizyuk
Tulika Wagle (PSG rep)
Feng-Song Wang
Kip Williams
Lowell Kane (advisor)
Loran Parker (advisor)

Abstained:

Alysa Rollock (advisor)

Attachment

Senate Equity and Diversity Committee's Recommendations for Enhancing Faculty Recruitment and Retention – March 2016

Task

To investigate recruitment and retention trends across the university and to provide recommendations for improvement with a focus on long-term structural changes.

Process

Last year, the Equity and Diversity Committee established the Sub-Committee on Faculty Recruitment and Retention. During this time, we met several times to discuss relevant documents and the University's *Affirmative Action Report: Gender, Race and Ethnicity* (2014-2015). This report is prepared every year by the Office of the Vice-President for Ethics and Compliance. We also met two times with Vice-President, Dr. Alysa Rollock to better understand various aspects of the report. The Sub-Committee's recommendations were presented and debated in regular meetings of the Equity and Diversity Committee, and were approved to be submitted for consideration by the University Senate.

Summary Findings

It is important to note that all universities receiving federal funding are required by law to produce an affirmative action report and to demonstrate progress in achieving stated equity goals. Affirmative action programs can be described as "a management tool designed to ensure equal employment opportunity...[and] includes those policies, practices, and procedures that the contractor implements to ensure that all qualified applicants and employees are receiving an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment." (41 CFR § 60-2.10)", (Purdue Affirmative Action Report [PAAR], 2014-2015, p. 1.).

Affirmative action programs are often misinterpreted as just directly hiring members of underrepresented groups, but in fact, this practice is not permissible. The main function of affirmative action programs is well described in PAAR (2014-2015) as follows:

If it is found that the number of women and minorities employed at the University is less than the expected availability in the relevant labor market, the University must use its best efforts, in good faith, to develop and implement procedures that are designed to increase the number of qualified women and minority candidates in the applicant pool, which will lead to the establishment of placement goals for women and minorities in areas where they are needed. A complete affirmative action program also includes mechanisms that enable the University to continually monitor and evaluate its employment practices to ensure that they are free of bias and discrimination based on race, religion, color, sex, age, national origin, ancestry, disability, genetic information, veteran status, marital status, parental status, sexual orientation, gender identity or gender expression. (p. 1, emphasis ours).

Keeping these definitions in mind, according to the Purdue's *Affirmative Action Report: Gender, Race and Ethnicity* (PAAR, 2014-2015), these are some key findings that require deserve further attention:

1. "Five of the 11 faculty job groups (Foreign Languages and Literature; Speech, Language and Hearing Science; Psychological Science; Libraries; and the College of Technology) with a placement goal in 2013-2014 to increase minority representation showed progress toward the placement goal. Progress toward minority representation was not made in six job groups." (PAAR, p. 44).
2. "Eighteen of the 41 faculty job groups with a placement goal in 2012-2013 to increase female representation showed progress toward the placement goal. Progress was made in Agricultural Engineering; Biochemistry; Forestry; Human Development and Family Studies; Speech, Language and Hearing Science; Foreign Languages and Literature; Philosophy; Political Science; Sociology; Libraries; Civil Engineering; Mechanical Engineering; Other Engineering; School of Management; Biological Sciences; Geosciences; Health Sciences; and the College of Technology. Progress was not made in 19 job groups." (PAAR, 44).
3. "The Office of Institutional Equity conducts an annual campus-wide Faculty Salary Equity Study. This multiple regression analysis considers rank, tenure, service time, department, and other variables to identify cases of possible salary inequity. The results are reported to the Executive Vice President for Academic Affairs and Provost and the Vice President for Ethics and Compliance, and include recommendations for correcting any disparities that appear to be based on gender, race, or ethnicity. Adjustments will be made by the Executive Vice President for Academic Affairs and Provost and/or by Deans, as appropriate.
Findings: The 2013-14 Faculty Salary Equity Study indicates that there are academic units that have patterns of residuals for women and/or minorities that need to be scrutinized carefully." (PAAR, p. 61, emphasis ours).

These highlights indicate that the University Senate should be paying closer attention to the trends reported in the federally mandated affirmative action reports and explore ways to monitor whether progress is being made across programs. To this end, the Equity and Diversity Committee makes the recommendations listed in the attached resolution. In addition, we believe that these recommendations will complement well those proposed recently by the Provost's Advisory Committee on Diversity.

To: The University Senate
From: Equity and Diversity Committee
Subject: Value of Immigrants and International Students, Scholars, and Visitors to Purdue and Community
Disposition: University Senate for Approval

WHEREAS: “Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life,”*

WHEREAS: “Purdue University prohibits discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran,” *

WHEREAS: We believe immigrants and international students, scholars, and visitors enrich our campus, our community, and our state.

THEREFORE, BE IT RESOLVED THAT:

The Purdue University Senate reaffirms its commitment to the University’s nondiscrimination policy and supports the rights of all people to be treated with respect and dignity.

*Purdue University Nondiscrimination Policy Statement

Approved by:

Bharat Bhargava, Mimi Boutin, Catherine Fraser Riehle, Julie Mariga, James Mohler, Linda Prokopy, Heather Servaty-Seib, Feng-Song Wang, Lowell Kane (advisor), Loran Parker (advisor), Alysa Rollock (advisor)

No abstentions or dissenting votes; no student members present at committee meeting

To: The University Senate
From: Equity and Diversity Committee
Subject: Changes to Purdue University BYLAWS section 5.30 *The Equity and Diversity Committee (EDC)*
Disposition: University Senate for Approval

The proposed changes are to reflect the administrative structural change in the Office of Provost and align the EDC committee structure with the standing committees of the University Senate.

Current	Proposed
<p>5.30 The Equity and Diversity Committee (EDC)</p> <p>The Equity and Diversity Committee shall consist of 13 Senators (including Chair, Vice Chair, and Secretary), 3 advisors, and 3 students (two undergraduate students and one graduate student). Two established <i>ex-officio</i> members shall be the Vice Provost for Diversity and Inclusion and the Vice Provost for Faculty Affairs. Additional <i>ex-officio</i> members shall be invited as deemed appropriate by the EDC. The Purdue Student Government shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. Each student so chosen shall serve for a term of one year. Any member absent for more than two meetings will forfeit her/his membership on the Committee.</p>	<p>5.30 The Equity and Diversity Committee (EDC)</p> <p>The Equity and Diversity Committee shall consist of 13 Senators (including Chair, Vice Chair, and Secretary), 3 advisors, and 3 students (two undergraduate students and one graduate student). Two established <i>ex-officio</i> members shall be the Vice Provost for Diversity and Inclusion of the University or their designee and the Vice Provost for Faculty Affairs. Additional <i>ex-officio</i> members shall be invited as deemed appropriate by the EDC. The Purdue Student Government shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. Each student so chosen shall serve for a term of one year. Any member absent for more than two meetings will forfeit her/his their membership on the Committee.</p>

Respectfully submitted by
Linda Prokopy, EDC Chair

Resolution approved at the September 21, 2016 EDC meeting

Approved

Stewart Chang Alexander

Bharat Bhargava

Tithi Bhattacharya

Mimi Boutin,

James Mohler

Shankali Pradhan (PGSG rep)

Linda Prokopy (chair)

Catherine Fraser Riehle

Heather Servaty-Seib (vice-chair)

Tatyana Sizyuk

Tulika Wagle (PSG rep)

Feng-Song Wang

Kip Williams

Lowell Kane (advisor)

Loran Parker (advisor)

Alysa Rollock (advisor)

Abstentions: none