

To: The University Senate

From: Equity and Diversity Committee

Subject: Commitment to Increasing Representation of Women in the Senate and Maintaining a Safe Work Environment Herein

Reference: [University Policy III.C.2](#)

Disposition: University Senate for Discussion and Adoption

Rationale:

- 1) The Purdue University Senate is the governing body of the Purdue faculty. Women comprise 37% of the total Faculty with specific representation as follows:
 - 28% of Adjunct Faculty
 - 30% of Tenure-track Faculty
 - 42% of Clinical Faculty
 - 69% of Lecturers
- 2) Within the Senate, between 2015 and 2020 women have held an average of only 23% of the member positions (ranging from 18% to 29%, depending on the exact time). Only 3 of the 11 units (Colleges and Schools) that contribute faculty members to the Senate currently provide as many or more women as men from their units and 5 of 11 Colleges fill fewer than 25% of their member positions with women representatives.
- 3) Research has shown that underrepresentation of marginalized groups, including women, can increase the risk of incivility and microaggressive behaviors in the workplace.
- 4) Greater representation of women in leadership positions who work effectively with others has been shown to be correlated with several positive outcomes for universities and individuals alike, including improved problem solving and performance. However, structural representation must be met with structural inclusion for women to work with dignity and respect.
- 5) Purdue University's own policy (UP III.C.2) calls for maintaining an inclusive community. and states in full:

Purdue University is committed to maintaining an inclusive community that 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, 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 University views, evaluates, and treats all persons in any university-related activity or circumstance in which they may be involved solely as individuals on the basis of their own personal abilities, qualifications, and other relevant characteristics.

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

6) Studies have shown that workplace incivility can lead to psychological stress, decline in productivity, and lack of engagement. The evidence suggests that incivility must be curtailed in order to provide a safe and productive work environment.

7) The American Institute of Parliamentarians Standard Code of Parliamentary Procedure states that action can be taken against a member who has breached the principles of the organization.

Proposal:

1. Overt and explicit efforts shall be made to increase the total number of women Senate Members.
 - The Secretary of Faculties will specifically include the proportion of women representatives for each faculty unit when the reapportionment of elected Senators is concluded each year.

- Faculty units should be encouraged to ensure the proportion of Senate representatives they provide to the Senate are at least equivalent to the proportion of women faculty within their unit.
 - Consideration of total service loads should be taken into account and it is expected that the additional service burden placed on women faculty for representing their units in the Senate will be balanced by the removal of other service assignments.
 - It is also encouraged that service in the Senate be incentivized through use of course releases or other measures that would help to alleviate the overall burden of work.
 - Additionally, the Senate should consider specific amendments to the Bylaws of the University Senate that would allow for additional routes to Senate membership than that afforded through appointment at the level of the Faculty unit.
2. All members of the Purdue University Senate shall be held to the highest standards of decency and decorum.
- The Chairperson shall create an ad hoc committee with balanced gender representation to propose amendments to the Bylaws of the University Senate that create a standardized process through which anonymous reporting can take place and, when appropriate, charges regarding the behavior of Members of the University Senate can be heard and adjudicated.
3. Members of the Senate who are found through the process to be established in the Bylaws to have harassed, bullied, intimidated, or otherwise acted in a way that is incompatible with University Policy III.C.2 shall be censured and expelled from the Senate.

Committee Votes:

For:

Peter Bermel
Ximena Bernal
Bharat Bhargava
Sammy Bonnet

Against:

Albert Heber

Abstained:

De Bush
Klod Kokini
Terrence Meyer
Rodolfo Pinal

Absent:

Alex Griffin-Little
Lowell Kane
Neil Knobloch
Audrey Ruple
Ala Samarapungavan
Val Schull
Kevin Stainback
Susan Watts
Kip Williams

Alysa Rollock