

University Senate Newsletter
 Sixth Meeting, 24 March 2025, Virtual

Senate Chair's Remarks:

Chair Susan South welcomed the Senate to the Sixth Meeting of the Academic year.

Chair South focused her remarks on appreciation for and rewarding teaching prowess.

Chair South noted that there are differences in compensation between men and women professors. As reported by The Exponent, the combined salaries of the five highest paid women, \$2.85 million, is four times less than the highest paid men.

If we are to encourage excellence in teaching we must figure out how to do it in an equitable manner. As has been frequently reported, there is bias in teaching evaluations with women consistently rated lower than men. If we can develop ways to minimize this bias or at least account for it in our algorithms for merit pay, perhaps we can start to equalize differences in faculty pay. One study of 5,000 faculty across disciplines found that salary disparities were negatively associated with job satisfaction for women and had a strong effect on their intentions to remain in academia. To help incentivize excellent teaching, we must reduce bias in student evaluations. Incentivizing and rewarding excellent teaching in all groups can lead to increased well-being and productivity.

Our own Dr. Jerome Adams has written an [article](#) on the value of worker well-being. Chair South quoted the following paragraphs from his article:

"Healthy and happy employees have a better quality of life, a lower risk of disease and injury, increased work productivity, and a greater likelihood of contributing to their communities than employees with poorer well-being... Work environment can also influence employees' mental health and stress levels."

"Strategies [to improve worker well-being] include the provision of adequate paid leave; good management of disabilities; opportunities for higher wages; improvements to the organization of work, and to the way jobs are structured; improvements to the physical work environment; and access to health care coverage."

Chair South concluded her remarks by stating that her fellow faculty, staff, and graduate students have made this one of the best universities in the U.S according to various quantitative metrics. However, are we ignoring the qualitative efforts that are the backbone of the academic experience that do not easily fit into a box? The best way to continue Purdue's upward trajectory is to make faculty, staff, and graduate students feel valued for all the work they do as they fulfill this university's tripartite mission.

Purdue President's Remarks

President Chiang read from [detailed prepared remarks](#) that will be included in the Senate minutes. He covered the following topics:

1. Undergraduate admissions: We continue to receive record undergraduate applications. More than 86,000 freshmen applications have been received for 2025.
2. Federal executive directives and court orders: The Purdue team continues to closely track the situation at both the federal and state levels. Communications from Purdue executive leaders are linked to our [government transition website](#) that is updated regularly. Key messages and actions include the following:
 - a. Based on the strength of Purdue's foundation and operational efficiency, various offices are working with Deans of the Colleges to prepare for dealing with the following:
 - i. Staff positions
 - ii. Bridge funding and performance evaluations
 - iii. Top faculty and Ph.D. student recruitment
 - b. Based on long-standing strength and recent momentum, Purdue is uniquely positioned to accelerate efforts in the following dimensions:
 - i. Industry collaboration and funding
 - ii. Philanthropic support
 - iii. Online degrees and Indianapolis growth
3. Industry funding for research: Universities such as Purdue, can offer a pathway of "innovating to profitability" and have a special talent pool educated in a research environment. However, unlike an institution funded by tax dollars, a corporation's financial decisions must align with shareholder interests. University research needs to help address pain points, reduce costs, or expand revenue. In general, new arrangements and processes will be required of all parties as industry and academia are not naturally aligned in many dimensions (detailed in [President Chiang's remarks](#)).

***** Status of Legislation *****

Documents for Action – Consent Agenda

- Senate Document 24-07 Creating a University Senate Listserv (revised)
- Senate Document 24-09 Nominees for Vice Chairperson of the Senate
- Senate Document 24-12 Nominees for ex officio members of the Faculty Affairs Committee

Documents for Discussion

- Senate Document 24-13 Bylaws Revision Re: CSSAC and MaPSAC Senate Members (Introduced as New Business)

For Information

- Finance Presentation, Treasurer and Chief Financial Officer Christopher Ruhl

University Senate Website

Please visit the Senate website for copies of Documents, Reports, Slides, etc.
www.purdue.edu/senate/

Standing Committees

Educational Policy Committee, Vincent Duffy, duffy@purdue.edu

1. Indy Operations exam administration efforts
2. Assessing the need for AI regulations, the nature of AI use, available training
3. PSG PGSG Joint Resolution: Purdue University Voter Accessibility Policy
4. Well-being and stress management; including PSG Mental Health Days Initiative
5. Updating academic withdrawal language in academic regulations
6. Practices of departments requiring certain grades in specific courses, academic notice
7. Student Success, including communications re: brief DRC status update
8. Communication with Faculty Committees reporting to EPC

Equity, Diversity, and Inclusion Committee, Brian Dilkes, bdilkes@purdue.edu

1. Possible committee name change
2. Compliance

Faculty Affairs Committee, Anish Vanaik, avanaik@purdue.edu and Françoise Brosseau-Lapr , fbrossea@purdue.edu

1. SD 24-07 (sent to Senate for action)
2. Impact and responses to SEA 202
3. Follow up with concerned parents regarding ECEC
4. Lecturers Advisory Committee
5. Assessment of recent changes in P and T process
6. University Innovation and Entrepreneurship framework

Nominating Committee, Damon Lisch, dlisch@purdue.edu and Seema Mattoo, smattoo@purdue.edu

1. Identify candidates for Senate Vice Chair
2. Managing committee vacancies
3. Evaluating and balancing numbers, disposition and experience of Senators for equitable representation and task assignments

Steering Committee, Libby Richards, erichards@purdue.edu

1. Soliciting reports and informational sessions in response to faculty and committee requests
2. Collaborating with PSG and PGSG to facilitate resolution review

Student Affairs Committee, Abigail S. Engelberth, aengelbe@purdue.edu

1. Class Size
2. Equitable Parking
3. Move-in Package
4. Professional Excused Absences

University Resource Policy Committee, Lori Hoagland, lhoaglan@purdue.edu

1. Parking regulations and appeals process
2. Issues around parking at bicycle racks
3. PSG/PGSG resolutions around voting, move-in packages and equitable parking

Faculty Committees

Members are any tenured/tenure-track, clinical, & prof. faculty who volunteer. Please respond to the call for volunteers issued in January or contact the relevant committee chairs directly if you are interested in serving.

- **Academic Organization** ([Mark Wilson](#), Aeronautics and Astronautics / EPC)
- **Academic Progress and Records** (TBD)
- **Athletic Affairs** ([Chip Blatchley](#), Civil Engineering)
- **Budget Interpretation, Evaluation, & Review** ([George Zhou](#), Civil Engineering)
- **Faculty Compensation and Benefits** ([Laura B. Hawkins](#), School of Nursing / FAC)
- **Grade Appeals** ([Ryan Reeves](#), Polytechnic Statewide)
- **Library Committee** ([Alexander Francis](#), ULC Chair, Speech, Language & Hearing Sciences)
- **Parking and Traffic** ([Josh Widhalm](#), Horticulture & Landscape Architecture)
- **Scholastic Delinquencies and Readmissions** ([Megan Dorton](#), Sr. Assoc. Director of Admissions)
- **Staff Appeal Board for Traffic Regulations** ([Stephanie Winder](#), MaPSAC / URPC)
- **Undergraduate Curriculum Council** ([Andres Vargas](#), Daniels School of Business)
- **Sustainability** ([Michael Johnston](#), English / URPC and [Amanda Darbyshire](#), Veterinary Clinical Sciences)
- **Visual Arts and Design** ([Laura Bittner](#), Design, Art, and Performance / URPC)

Contact the committee chairs (listed above) for more information.

Most of the work of the University Senate happens in committees. Standing Committees are composed of Senate members and university advisors. Faculty committees are composed of faculty members and often have non-faculty liaisons. Recommendations from committees come to the full Senate for consideration and vote.

Charge of the Purdue University Senate: The University Senate is the governing body of the faculty, subject to the authority of the Board of Trustees and in consultation with the President, it has the power and responsibility to propose or to adopt policies, regulations and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes. The University Senate follows the *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* and our [Bylaws](#).