PURDUE UNIVERSITY | University Senate

Second Meeting
Monday, 19 October 2026, 2:30 p.m.

Zoom Meeting

AGENDA

1.	Call to order	Professor Julio Ramirez
2.	Statement of Land Use Acknowledgement	Professor Julio Ramirez
3.	Approval of Minutes of 14 September 2026	
4.	Acceptance of Agenda	
5.	Remarks of the Senate Chair	Professor Julio Ramirez
6.	Remarks of the President	President Mitchell E. Daniels, Jr.
7.	Question Time	
8.	Memorial Resolution	Professor Julio Ramirez
9.	Résumé of Items Under Consideration by Various Committees	For Information Professor Lisa Bosman
10.	Senate Document 26-05 Nominee for Advisor to the Educational Policy Committee	For Action Nominating Committee
11.	Senate Document 26-06 Nominee for Community Connection Committee	For Action Nominating Committee
12.	Update on the COACHE Survey Results	For Information Vice Provost Linda Renzulli
13.	Update on Federal Immigration Expectation and Implications for Making Offers to Graduate Students	For Information Assistant Vice Provost Kevin Gibson
14.	Update on Research Security and Export Controls	For Information Associate Vice President Jamie Mohler
15.	New Business	
16.	Adjournment	

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Present: *Joseph W. Camp Jr. (Secretary of Faculties and Parliamentarian), President Mitchell E. Daniels, Jr., Julio Ramirez (Chair of the Senate), Dianne Little (Vice-Chair of the Senate), Patrick Wolfe (Provost), Se'Andra Johnson (Sergeant-at-Arms), Bree Richards (Administrative Assistant)*, Taryn Adams, Janet Alsup, Ashley Bellet, Ximena Bernal, Afsan Bhadelia, David Blon, Lisa Bosman, Ali Bramson, Thomas (Tom) Brush, Stephen Cameron, Michael Campion, Julia Chester, Euzeli Cipriano Dos Santos, Joseph Coates, Xingshan (Shawn) Cui, Alejandro Cuza, Amanda Darbyshire, Chittaranjan (Chitta) Das, Daniel (Dan) Dawson, Brian Dilkes, Vincent Duffy, Ulrike Dydak, John Evans, Mara Faccio, Jing Gao, Allen Garner, Craig Goergen, Marcial Gonzalez, Thomas Hacker, Amanda Hassenplug, Mark Hastak, Kyle Haynes, Lori Hoagland, John Howarter, Sarah Huber, Michael Jenkins, Alice Johnson, Chrystal Johnson, Nastasha Johnson, Richard Johnson-Sheehan, Fecri Karanki, Bhagyashree Katare, Brandon Keehn, Kee-Hong Kim, Cheng-kok Koh, Shalom Ablavi Kpetsu, Casey Krusemark, Scott Lawrance, Seungyoon Lee, Kiseop Lee, Leifur Leifsson, Damon Lisch, David Liu, Yuli Lyanda-Geller, Muiris MacGiollabhui, Corey Maley, Amy Marconnet, Stephen Martin, Carlos Morales, John Morgan, Paul Mort, Annmarie Nicely, Suranjan Panigrahi, Tae Hong Park, Raghu Pasupathy, David Peterson, Arun Prakash, Cara Putman, Darryl Ragland, Michael Reppert, Kelby Roberts, Torbert Rocheford, Gustavo Rodriguez-Rivera, Christian Rogers, Kali Rubaii, Antônio Sá Barreto, Rodrigo Salgado, Severin Schneebeli, David Schoorman, Michael Smith, Ronald Stephens, Dengfeng (Chin-the) Sun, James Tanoos, Anish Vanaik, Changyou Wang, Bowei Xi, Howard Zelaznik, Mark Zimpfer, David Ziviani, Michael Zoltwoski.
Absent: Wayne Campbell, Chan Choi, Dan Degnan, Marisa Erasmus, Yaohua (Betty) Feng, Julian Gallegos, Stephen Hooser, Morgan Hynes, Jacqueline Linnes, Joseph Ryan Manuel, Seema Mattoo, Abdelfattah Nour, Sasha Tsymbaliuk (Sabbatical), Kimberly Updegraff, Rua Williams.
Advisors: Heather Beasley, Melissa Franks, Cherise Hall, Sheila Hurt, Lowell Kane, Carl Krieger, Lisa Mauer, Beth McCuskey, Jamie Mohler, Haley Oliver-Jischke, Sunil Prabhakar, Alysa Rollock, Katherine Sermersheim.
Guests: Dave Bangert, Christine Collins, Erica Downey, Kevin Gibson, Brent Jesiek, Trent Klingerman, Reagan Koester, Dimitrios Peroulis, Linda Renzulli, Kate Stoan.

1. Quorum being established, the meeting was called to order at 2:32 p.m.

2. Chair Julio Ramirez read the following Statement of Land Use Acknowledgement, as required by Senate Document 20-55:

   The Purdue University Senate acknowledges the traditional homelands of the Indigenous People which Purdue University is built upon. We honor and appreciate

the Bodéwadmik (Potawatomi), Lenape (Delaware), Myaamia (Miami), and Shawnee People who are the original Indigenous caretakers.

3. The minutes of the 14 September 2026 Senate meeting were entered as read.

4. The agenda was accepted by general consent.

5. Chair Ramirez began his remarks, which were as follows:

   "Thank you. Good afternoon, everyone, President Daniels, Provost Wolfe, Senators, and guests. I will take this opportunity to update you on several key activities. First, on the Indianapolis campus, Vice Chair Little and I in collaboration with Dr. David Umulis, Senior Vice Provost Purdue Indy, Chris Rogers, Associate Professor of Applied and Creative Computing, also Purdue Indy, Likun Zhu, Professor of Mechanical Engineering, also Purdue Indy, Joe Wallace, Professor of Biomed Engineering, Purdue Indy, and the team from the Institutional Data Analytics and Assessment to Purdue West Lafayette have been planning a survey and the census of faculty with split appointments to better address the needs of those involved in both West Lafayette and Indianapolis first with a wider survey to follow afterwards. The target date for this first survey census deployment is January of 2027. Sometime at the beginning of next year, whether late January or early February, we hope to share this survey and deploy it with the individuals that have been identified as split appointments.

   Second, we are working with the administration and within the Senate to improve communication by first convening meetings of Chairs of Standing Committees and feeder Faculty Committees of the Senate. I have to say, and in this I am biased, that these meetings have been very productive. There have been several issues that have not been discussed at these meetings that would have reached us more quickly. It is always better to know where everybody stands, what their plans are to improve communication with regards to the various items. Also, we are participating in meetings with the Provost and Vice Provost and working on enhancing productivity of Advisory Committee meetings.

   All this work is in progress, and I am happy to share with you that several important issues have been discussed, and follow-ups are in the making. We are also working to strengthen the Academic Organization Committee procedures and working on promotion and tenure procedures and how to move forward with the Honors College issue with the Office of the Provost.

   Finally, specific follow-ups are underway on accessibility for campus transportation and incorporation of AI in the curriculum and other activities that I am not listing here. I would also like to take the opportunity now to remind us that our next meeting is going to be in-person. I am excited about it, an opportunity to get to meet you all in person and to share our needs and opportunities with respect to the Senate in person. I would like to yield the floor to the sergeant at arms, Se'Andra Johnson, to give us some details about the in-person meeting. Se'Andra, please."

   Se'Andra Johnson: "Thank you, Julio. Yes, the November meeting will be in-person. It will be in Pfendler Hall in the Dean's auditorium, at the same time as usual. Today you will receive updated calendar invitations reflecting that."

Chair Ramirez thanked Ms. Johnson and recognized President Daniels to begin his remarks.

6. President Daniels presented his remarks.

"Thank you, Mr. Chair. I am looking forward to in-person meetings, have fond memories and it will be nice to renew those experiences. I have three or three and a half things to cover, and I will try to be concise. First, on Indianapolis, which we talked about some last month, I want to thank the Senate for moving to survey opinion and sample ideas. We are very eager for your counsel and suggestions here in two dimensions, which I know the survey will address, but we are very interested, of course, in those things that the relevant colleges, which eventually maybe all of them, but certainly some that are active there now can do quickly to offer to our students opportunities that are attractive, will attract them to spend at least some of their time at the Indianapolis extended campus. Meanwhile, on the, I will call it the extracurricular side, great progress is being made. So far, 277 different businesses and nonprofits, in some cases, public offices have expressed an interest in offering internships and summer jobs. In a couple cases that I am excited about, large businesses have offered apprenticeship opportunities for students who are spending at least one or more of their years in Indianapolis. I want to catch up to our opportunities in a sense and move as quickly as we can to expand the course offerings that will make this a sensible choice for more of our students. Equally essential of course is, and here I know the survey will be helpful, input about faculty arrangements, how we might make this a more attractive choice for more of our faculty.

I think that as faculty examine these possibilities, I think many will find that there is a real positive opportunity awaiting them, but we would like to know more about what we might offer and how we might present it so that if we are able to grow student interest, we can grow faculty capacity with it. The second thing I would like to address is the whole concept, the whole notion of civics and civic education, the preparation of young people, not just for productive employment, but for active and constructive citizenship. It is obviously a subject that has exploded on the national scene and one in which I think ironically having been a step ahead of most of our competitors at one point, we are at risk of being passed by or worse yet imposed upon if we do not move further. Let me say a word or two about that.

There has been a pretty consistent pattern over recent years in which Purdue acted on an area of a public concern or perhaps just opportunity that later on other universities scrambled to catch up to or in many cases were forced to do in a way that may or may not have been optimal from their standpoint. I will cite affordability where we have been attentive to what we charge our students, a free speech we dealt with 11 or 12 or 13 years ago. Post-tenure review might be a third example. Here I am pleased to know that the UCC is in highly active conversations with the provost office about what the content of some additional civics' requirement beyond the modest one we have now, including the exam, the simple exam that a student is expected to pass before graduation.

My own view is this something we should eagerly want to do. The data that you have all seen, the data on how tragically ignorant American adults are, including college graduates, about our history, about how our free institutions came into being, about the threats to them, about why they are as they are, are really disheartening. This is something we must want to embrace. On the cautionary side, I will simply point out that we are highly vulnerable to being made to do. It in many other states, including neighboring Ohio, South Carolina is another big example, there are many, Iowa, the wrong people are deciding how this should be done. I am talking about state legislatures and commissions of higher education.

I am very encouraged that we are engaged through the UCC, and I invite every Senator with a view on this to contribute to this conversation, what might be the right addition to the civics education which we currently offer on this campus. The other topic I would like to mention, and we will be doing a lot to bring this to the attention of the whole Purdue community, faculty, staff, alumni, but there is a new federal tax credit which will be available on January one, which enables any taxpayer to deduct from their taxes dollar-for-dollar contributions to scholarship funds for families who choose a school other than the government schools, the public schools, or for that matter to use for additional education at those schools. The reason this is important to us is because as most of you will recall, we have started Purdue Polytechnic High Schools, we have two in Indianapolis, to address the unacceptably low number of students we enroll from disadvantaged backgrounds and inner-city neighborhoods and their local schools. In any given year for the last twenty or more, to take just that one example, we have never been able to enroll more than twenty, the average is 15 a year, from the entire Indianapolis Public School District. We started our own high schools. Over the last few years, every year we can bring 30 to 40 students from the Purdue Polytechnic High Schools to this campus. One is right downtown on Washington Street, East Washington Street, the other in Broad Ripple, a neighborhood a few miles to the north of that. We are not satisfied at all with those numbers, but they are growing and I think we will grow further. In the meantime, an obstacle to many of those students who we can qualify for Purdue is the cost of coming here. Any member of the Purdue community who chooses will be able to direct its $1,700 per person per person to the scholarship fund, which will be dedicated to those Purdue Polytechnic High School students.

We will be doing more to get to know the entire campus and beyond that opportunity, but we continue to struggle to diversify the student body of Purdue University. This is one of the most active steps we can take, and has a lot of upsides, especially if we can address the financial situation, which sometimes is the last and decisive factor. Mr. Chairman, with those brief reports, I thank you for the opportunity as always and look forward to questions the group may have."

Chair Ramirez: "Thank you, Mr. President."

7. The answers to pre-submitted questions were posted to the Senate website [Appendix A]. Chair Ramirez opened Question Time.

   President Daniels took questions from the floor.

Senator Howard Zelaznik: “Thank you, Mr. Chair. This is a question that comes from our faculty. We had a faculty meeting last week in which we were told that all our departmental scholarships, which are usually given to juniors and seniors, would now be determined by financial aid group and that we will have nothing to do with the allocation of those scholarships. The department, we spend a lot of time on these, recognizing our exceptional students. We were wondering one, if you knew anything about this, and what is the rationale for taking away a program that runs so well in our department and put it in the hands of a group that does not really know our students at all?

President Daniels: “Thank you, Howie. First, great to see you after three years. Well, I will investigate this. I do know what I believe is the basic rationale here, and I must say that it is something that troubled me, and it was a question I raised during my full-time years here. The rationale is that an astonishing amount of these dollars do not go unused, maybe not in your department, but in way too many. This means that young people who could benefit from financial assistance and might even make the difference between their coming here and not, are never contacted about that possibility. The second thing, less important, but still significant, is that many people have donated money and then have been very frustrated to see year-on-year that the money is not being used for the scholarships they intended.

That was what I think principally motivated the idea of having some central oversight of this. Now, if we move in that direction, as we move in that direction, it is extremely important there be wide open communication. The department will know best in most cases, but I can tell you that in a distressingly large number of cases, and it went on year after year, many of these dollars went to waste or simply sat in an account and failed to help the students that they might have. I will investigate it and see what the latest situation is, and I will ask specifically, Howie, about the situation in your department.”

Chair Ramirez: “Thank you, President Daniels. Before opening the floor for one more question or two, I would like to note that the questions that were submitted ahead of time have been shared with you by Se’Andra Johnson as well, our Sergeant-at-Arms. There are some interesting and important questions, and the answers from the administrators are quite informative. I encourage you to read them.”

No additional questions came from the virtual floor.

8. Memorial Resolutions

One Memorial Resolution had been submitted for October [Appendix B]

- Jacek Furdyna, former Professor of Physics and Astronomy

A moment of silence was held for our departed colleague.

The Memorial Resolution will be placed on the Senate website and will be included in these minutes. Secretary Camp will send letters of condolence to the next-of-kin.

9. Professor Bosman, Chair of the Steering Committee presented the Résumé of Items under consideration by the various Senate Standing Committees [Appendix C].

   Chair Bosman called on the Chairs of the Senate Standing Committees to provide any updates to their respective Résumés of Items under consideration. No updates were provided and Chair Bosman yielded the virtual floor to Chair Ramirez.

10. Senator Damon Lisch presented Senate Document 26-05 Nominee for Advisor to the Educational Policy Committee, for Action.

    Senator Lisch made a motion to approve Senate Document 26-05, the nomination of Teaching and Learning COO Thomas Mitchell as an Advisor to the Educational Policy Committee. Senator Brian Dilkes seconded the motion.

    There were no additional nominations from the floor, and the document was approved by unanimous consent.

11. Senator Damon Lisch presented Senate Document 26-06 Nominee for the Community Connection Committee, for Action.

    Senator Lisch made a motion to approve Senate Document 26-06, the nomination of Senator Anish Vanaik as a member of the Educational Policy Committee. Senator Brian Dilkes seconded the motion.

    There were no additional nominations from the floor, and the document was approved by unanimous consent.

12. Vice Provost Linda Renzulli gave an update on the COACHE Survey results [Appendix D].

    Vice Provost Linda Renzulli: “Thank you so much for having me. I really appreciate the opportunity to talk to you all about COACHE and give you some overview of the high-level information that we found from the survey from 2025. Just to get everybody on board and refresh people with what COACHE is, the purpose and our peers and so forth, It is important to know why we even do this survey [Slide #2]. It is a survey that helps us as a university and a body understand the insights into our faculty experiences, capturing all the sentiments of the things that we do every day, teaching, service, research, our daily lives. It is also helpful for us to understand and have the survey to figure out where we are on tenure and promotion, departmental engagement, collegiality, and other aspects of our academic workplace from every day, what we do in the hallways to what is happening here in Hovde.

    In 2025, we did this survey, this is now our third or fourth time. We started it in 2012, and we have done it every three years since then. This cohort, the 2025 cohort, actually the ‘24-'25 cohort, had eighty-five peers, or I should say cohort members in it, other universities who are part of COACHE. We picked of that eighty-five, five for comparisons that we consider our peers, Georgia Tech, Penn State, University of Arizona, North Carolina Chapel Hill, and Vanderbilt. You will see next to each of those on this slide a year. What that means is when their survey went out. In two of those universities, their survey went out in '24. Well, ours went out in '25, as did some of

the other institutions. It is an important thing to remember when the survey went out in 2025 there were a lot of things going on in higher education, so keep that in your back pocket, understanding the process here.

The other thing to think about and what COACHE does and for us is it helps us benchmark to those cohorts, the eighty-five and the five that we have picked. We are benchmarking on twenty-five different areas that give us insight, anything from the way faculty can collaborate with their peers to our governance, which is about Senate and our ability to have shared governance or faculty governance, health, and retirement benefits [Slide #3]. It also helps us understand where tenure policies are, our facilities, even things like personal and family policies and balance between life and work, departmental quality and appreciation and recognition. It really covers the gamut of what the faculty experience is. Next to each of these, you can see the number of questions that we have that are related to those benchmarks. Maybe getting into the practical details, but you can see that there is a breadth here of what we are trying to understand.

As a former department head and having gone through a couple of these myself, I think that the benchmarking and the breadth of these have been helpful from the way leaders can work on excelling and helping things that are going well get maintained all the way up into in this office now thinking about what we can do from the administrative side. I think the survey does cover the gamut of actions that can be done.

Another thing that is important to know about the 2025 COACHE is about our response rates [Slide #4]. Let me get another piece here. What you see here is the percent of faculty who contributed to our overall response rate from each college. You can see that, for instance, the College of Ag represents 13.7% of our total respondents, and other colleges had a much smaller set of faculty members contributing to our overall results. It is important to know that the response rate for the 2025 COACHE survey was down quite a bit, not just for us, but across all eighty-five institutions that participated. All our faculty, we only had about 42% of all our faculty respond. Our tenured faculty was 42%. Of our pre-tenure faculty, 39%. Non-tenure track was 44%, and our full professors' responses were also 44%. In comparison, our peers, those five that I mentioned, had about a 32% response rate, and the cohort of the eighty-five had a 40% response rate. We were a bit higher than both our cohort and our peers at that 42%. This matters because as the social scientists in the room know that response rates do affect the way we can interpret results in terms of bias or either positive or negative in understanding what is happening across the entire institution. I wanted to make sure everyone understood where our response rate fell.

A couple of things that I think are important to think about are the COACHE survey and the folks at COACHE help us compare our institution to the eighty-five others and our five peers. What helped us understand and in analyzing the data is that we had some areas of strength that really do need to be celebrated, not just celebrated, but also continued through constant care from the department level up to all parts of administration [Slide #5]. One of them that was an area of strength was mentoring. It looks like our faculty really do appreciate the mentoring that happens, and this is true from our tenure track faculty, our non-tenure track faculty, and lecturers. I really

do want to applaud all the work that people do in that area, and that really showed up in COACHE.

The nature of research was also an area that showed up as an area of strength, something that we are doing quite well. One area that did increase was our pre-award in grant-getting, and that is nice to see. There is some work that should be done that is on our post-award, but we do see that the faculty recognize that the nature of research was quite high.

The other thing that was an area of strength we should be celebrating is interdisciplinary work. Faculty recognized that the interdisciplinary work was recognized for its merit and for promotion and tenure and something that people recognized as important to do. That was also true of collaboration. Our faculty recognized that collaboration is something that is valued here and improves research.

There are areas of concern that are important for us to have conversations with each other about the departmental level and the units in our colleges and administration. One of them was appreciation and recognition. While appreciation and recognition at the unit levels did seem to go up a little, there was some work that needs to be done in my office particularly, and I have already got some things planned to help with that.

Departmental collegiality, interesting there, is an area of concern, although it has gone up since 2022 in our last survey, it still lags with our peers. It is something we want to keep our eye on.

Governance was also another area of concern. Our ability to adapt, our productivity in our governance, a shared sense of purpose and understanding what we are all sort of reaching towards, trust with one another, and understanding the issues that are at hand. This governance is at all levels of that leadership from our department level where you can see leadership on the other column there, our college as well as faculty and in the Senate as well.

We need to think about our health and retirement benefits as areas of concern. I went over leadership. Then tenure expectation and clarity in tenure policies. Again, areas in which we are now learning what we can do better and how we can improve that for faculty success. I will talk about some of those things in just a moment as well.

I will start with some of the negatives and the things that we need to work on and then end with some positive things about which I am quite excited. What the COACHE survey asked you all to do was to produce the two best areas of your work experience. The two worst things about your work life. What came up was the quality of leadership, geographic location, compensation, unrelenting pressure to perform, and quality of facilities [Slide #6]. Now, if you look at the graph or the table to the right, what we see in red is where those things show up. Eleven percent of our faculty, for instance, if you are reading this, said that the quality of facilities was one of the two things that they checked off as the worst part of their experience.

Among our peers, that only happened to be one of the top five negative things for them in only one of our peers and thirty-six of the eighty-five. What you can see that when it comes to compensation, for example, 17% of our faculty said that their compensation was the worst aspect of their work experience, but this was also the top five worst work experience for all five of our peers as well as 81 of the 85 of the cohort of others that were other universities. In other words, compensation is something that faculty do not like so much across the whole sector.

Geographic location is a place where 21% of our faculty also said was the worst part of our experience, and only one other one of our peers said that that was in their top five.

Quality of leadership is another. What we see is that 23% of our faculty indicated that as one of their worst aspects, and that also came as the top five for four of our five peers and thirty-nine of the eighty-five other universities.

Unrelenting pressure to perform, that is an interesting one. Eleven percent of our faculty said that this was something that they thought was a hard part of their experience, and none of our other peers said that. Some interesting things that we can learn from this, conversations that we can start having about how we can make sure we have high rigor and excitement for the research and work towards that but also think about how that is not going to be part of the worst part of their experience, yet maybe we can get that to be one of our best parts.

I want to leave you with the things that are going really well also, which really does excite me, especially for my office, thinking about being in the faculty affairs, what really shines is that our faculty recognize the quality and the support and the collaboration of their faculty, and that is the core of what we do [Slide #7]. I really hope that we can celebrate that, and we can also recognize that we do not want it to languish just because we recognize that it is good. We need to make sure that we are continuing to nurture these parts of our university. Recognizing that sitting in this room, there is this amazing set of colleagues that our faculty recognize as important parts of their job, and that excites me. I hope it excites you as well. Collaboration, quality of our undergraduates that get to collaborate with them as well, and the ability to have academic freedom at this university is something that our faculty quite recognize.

The cost of living comes up, which none of our peers said was the best part of their aspect. It is interesting, whereas the cost of living is the thing that is really great and our location is not so great, but the thing is recognizing that we really do have the best colleagues who are working on really important problems and our faculty recognize that. I love the COACHE survey to help us see that and to celebrate it.

There are things we are already doing to deal with the things that need to be improved to increase those conversations [Slide #8]. The Office of the Provost, in my space, the clarity of promotion and tenure guidelines have already started. In March of twenty-six, Sunil, my predecessor, really did help with the clarity of our tenure and promotion guidelines in creating operations and procedures that are clearer and disseminating that to heads and to deans.

I am doing some more work on that right now. In our new faculty orientation, we had breakout sessions. To help start our faculty to know what the tenure guidelines are and how to navigate them, we did that right in the beginning when they got here. New associate professors, newly promoted ones are having sessions with me and others to make sure they know what is next for their next promotion. I am really excited about moving forward and continuing to work on communication in that space.

The Provost has coffee hours. Many of you in this room have had coffee hours with him, and I know that he has been willing to stay longer than allotted talking with folks, and that has been an exciting time. Leadership meetings about COACHE have been taking place in the spring. We met with deans, we met with department heads, and then with department head leadership in colleges, we met with at least four or five different colleges to talk about COACHE and what we can do.

The five questions with the Provost has been an exciting time to see what is happening here up in our office. Office of Research has taken a deep dive into these results. They are looking at different ways to have weekly updates in Purdue today, additional town halls, and ways to improve that research component. Our faculty recognition office has the awards and book initiative that has been moving forward, so hopefully we are able to recognize the great things that people are doing from this space. I had the awards group come and meet with my newly associate professors to learn about how they can think about their portfolios for the next set of awards and how we can support them in doing so.

Human resources is working on benefits, and where deans are leading college implementation committees, we are hoping that what this will do is to take not only the issues of concern and the conversations from top level, but also to think about what departments can do to make this place better. When you walk the halls, what can colleges do to empower heads and to empower faculty to improve in any of the ways that we have recognized as things that we can do just a little bit better?

As a former department head, I can say I know that I would really value that part of it just to think about what I can do as a department head? What can I do to make my faculty's experiences enjoyable every day so that they want to come to work? We are doing a lot of things to move this forward. I am excited about this year. There is a lot planned. One thing I do want to recognize, and I do believe Interim President Daniels told us this in our last Senate meeting was that COACHE is dismantled. They are not going to be moving forward with the COACHE survey from COACHE's side, not from ours. What we are doing is looking for another avenue to survey our faculty and to understand the faculty experience because it is a particularly important part of understanding what is going on by using a survey like this.

Something that has been batted around is having some conversations with the Big 10 and the BTAA, but there are no results yet. If there are other ideas that the Senate has about where we can get surveys from or think about how we can make sure that we are maintaining constant communication and learning about faculty engagement and satisfaction, we are open to that.

There is a dashboard available that everyone can dig in and learn a little bit more about their unit so faculty can see university and college level information, but not

departmental level information [Slide #9]. One thing to remember is that if fewer than ten faculty in your unit contributed to the survey, we will not be able to see some of the pieces of it. This is to keep for confidentiality, but this is available for all of you to get a deep dive, see what you think is going on, and contribute to the conversations for improving us for the next steps."

Following her presentation, Vice Provost Renzulli entertained questions from the virtual floor.

Senator Brian Dilkes: "I noticed that the action plans continue to be additional conversations with administrators, and if the real problem is with communication, and it does seem to be the real problem is with communication between administration and the faculty that gets highlighted over and over and over again, it is not clear to me that another year of communication between administrators is really going to move the ball forward. Are we going to have these town halls that were promised last year or not that I asked about two months ago and heard that we were going to be moving on imminently?"

Vice Provost Renzulli: "I think one of the things that I would, what we are waiting for a little bit is, well, I do not know if we are waiting for it. We are working with colleges who are working with their department heads and with faculty on their implementation plans. There is part of this that is when a college looks in deep dive into what these results say, what can they do to increase not just the conversation, which is right. I appreciate the idea of we just cannot keep talking about something, we ought to do something. I appreciate that, but these implementation plans are exactly that idea to put together what we can do to move forward. I think the original plan, and we are still on this, but I will have to double check, is that these implementation plans come in December-ish and that in the spring we will be able to act on them. That is when we talk about what we can do, what kind of resources do we need to divvy out, whether they are financial or not financial, but what can we do at that point? I do agree, it cannot just be conversations, it also must be actions, and I really do feel hopeful that we are working on that."

Senator Dilkes: "If I may, there has been no conversation with the faculty. Clearly there have been a lot of conversations, and you are even citing it here in your answer, a lot of conversations among administrators. Back in April, we were told there were going to be town halls and an opportunity for the faculty to converse with the administration about the contents of the survey. That has not transpired. While there has been too much conversation among administrators, there has been, to my knowledge, no conversation between the faculty and the administration about the coach survey, as we have done with every prior COACHE survey, starting with Mr. Daniels' first time as President."

Vice Provost Renzulli: "I am going to write that down and see what I can do about pulling together some town halls."

Senator Dilkes: "You can also see it in the April Senate minutes and again in the September Senate minutes."

Senator Thomas Hacker: “Thanks, Linda, for the presentation. I just want to follow up too with what Brian said. I am serving on the college senate this year. We had our first meeting, so I did bring up the coach survey results question about the college level. I think the administrative answers to the questions are helpful. I am going to bring this up at the next meeting saying, from based on what you said, and that I am asking, what is our plan for as a college to address these results? So, thank you for that.”

Vice Provost Renzulli: “You are welcome.”

No additional questions came from the virtual floor.

13. Assistant Vice Provost Kevin Gibson gave a presentation on “Federal Immigration Rules and Graduate Offers.” [Appendix E].

    Assistant Vice Provost Kevin Gibson: “Thank you, Chair Ramirez. I was asked to provide an update on federal immigration rules and potential impacts on graduate admissions and offers. I want to start though by acknowledging that much of my understanding of the new rules comes from the International Student Services Office, website, and from the many presentations led by Chris Collins and her team. They are experts on this topic. I encourage you to visit their site or contact them for more detailed information.

    Summer 2026 was a busy time [Slide #2]. The Department of Homeland Security published this duration of a status rule on July 17th. Working on a noticeably short timeline, Chris Collins and her ISS team did an amazing job leading Purdue's effort to comply with the new rule. Purdue was ready for the new rule to take effect, but a federal court issued a nationwide preliminary injunction. The date by which things were supposed to go into effect passed without the rule taking effect. And we are currently waiting for this issue to be resolved in court. It is important to note though that the rule has not been overturned, and it could be reinstated in full at any time. One of the things that in the graduate office we are trying to encourage faculty, departments, and schools to think about is to consider as you go through the admission process that this rule may come back.

    This table is modified from a table on the ISS website [Slide #3]. I took out information on undergraduates. It shows different, very brief aspects of the new rule, how things operated before the new rule and how things might operate if the rule comes back. Briefly, under the new rule, international students will be expected to complete their Ph.D. in four years. They can request a one-year extension, but that extension will have to be improved by the US Citizenship and Immigration Services. USCIS was not previously involved in this process. If the rule takes effect, it will be a new process for universities, and it will be a new process for USCIS. It is reasonable to expect that there will be significant issues and delays if the program starts.

    The new rules shorten the post-completion grace period, and they impose a hard deadline for students to request an extension. This is going to put more pressure on international students as there will be less flexibility and less grace. The last two rows of this table indicate that the new rules will prohibit students from changing their educational objectives or transferring to another U.S. institution. They also will

prevent international students who completed an academic program in the U.S. from starting a new program at the same or lower educational level. If this rule is upheld, it will close significant pathways to Purdue for international students, including what is a common practice for new faculty to bring students, international students with them from previous institutions. If this rule is upheld, it is a substantial change to how we have supported, admitted international students.

What does this mean for graduate offers? First, international students will be locked into graduate programs [Slide #4]. Once admitted, once they matriculate, once they come on campus, they will not be able to move to another program if there are issues. And the inability of students to move and the inability of departments and faculty advisors to help students move from one program to another, to help them find a new research lab and to finish their degree, has always been an important tool for us to help retain students and help find a good match for them. We will not be able to do that under the new rules; students will have to stay in the program that they start in. I think there will be a great need for increased mentoring and advising which will help students succeed in the program they initially entered.

The second thing I want to point out is that if the new rules take effect, what we know about the average time to degree for Ph.D. students at Purdue suggests that many will not be able to complete their degree. Most Ph.D. students at Purdue take more than five years to graduate, and we only have two programs that on average graduate students in four years. We have a lot that are five and a half, six, six and a half years' time to degree. If the new rule is upheld, this is going to put substantial pressure on departments and schools to change programs to try to reduce the amount of time that international students spend on these programs.

The other thing that I want to point out for what may occur if the rules are upheld is that mastering out becomes a riskier proposition. Currently, it is common to move a student from a Ph.D. program to a terminal master's program for a variety of reasons. Under the new rules, this becomes a riskier proposition as it may change students' ability for eligibility for OPT. When this occurs, ISS is asking to be contacted on this to help process and walk through the implications. These rules, as I said, have a potential impact graduate education and make it even more difficult for international students.

What I would like departments and schools to consider during this, as they're reviewing applications, as they're considering making offers, I'd like to recommend that they consider the possible risk to students and to faculty in their research program if the average time to degree for that program suggests that new students are unlikely to graduate within the new time constraints. I think many of us, many of our departments and schools will need to do some significant work if these new rules come in place to help students graduate within these new time constraints.

I have listed a QR code and a link to the ISS site {Slide #5]. They continually have updates for federal immigration rules. There is also an email address specifically for faculty and staff to contact ISS. I will stop there and take questions."

Following his presentation, Assistant Vice Provost Gibson entertained questions from the virtual floor.

Chair Ramirez: “Thank you, Assistant Vice Provost. Indeed, it is a dark picture for graduate research, and for the students that come to get graduate work. I am going to take the chair prerogative and ask a question and then I will open the floor to other questions. The first one is, what are we doing? Thinking a little bit outside the box, if this program indeed happens, what can we do? What should we do to be able to graduate our Ph.D. students? As you said, some programs, the average is five. Is Purdue thinking about doing something, putting together a task force at some point in time where it is appropriate to look for alternatives to our current path that may allow us to support graduate students to a Ph.D. program and do research? Thank you.”

Assistant Vice Provost Gibson: “There is a Ph.D. task force that was organized by the OGSPS that consists of members of GEA, of the Associate Deans for graduate programs. We started a conversation about this before the new rules were announced. We started talking about, what is it about programs that extend the time, particularly for programs that are even past five years? We are in the process of having that conversation and starting to identify places that we might be able to direct attention to. I do think that this is because graduate education is so decentralized, that this is going to have to be something that departments and schools really look at hard on their own. I would encourage people to, if you do not have a committee, or you have not started looking at, I would encourage you to start. What we do not want is to not have plans if this rule comes back, if it gets upheld and then we have students and their risk for not being able to complete the program I think is pretty substantial under the system that we have now.”

Vice Chair Dianne Little: “I had a question as to, there is no downgrading and no lateral moves for degrees, but is there the possibility to mandate that every Ph.D. student does a master's degree and then those master's credits automatically transfer into a Ph.D.? That is used widely on some other campuses and other programs elsewhere in the country, and I was wondering if that was something the task force was considering.”

Assistant Vice Provost Gibson: “I think mandating that students do an M.S. before, or on the way to a Ph.D., is not something that we would recommend at the university level, but it is a potential pathway to extend the time. Students can start the master's program, complete it, and then apply to the Ph.D. program. It does provide a longer period for students to be at Purdue and still stay under the new rules.”

Senior Vice Provost Haley Oliver-Jischke: “Kevin, this is Haley Oliver-Jischke. In conversations with the Dean, contemplating strategies just as you described, Vice Chair Little, is involved. We would not expect that to be an OGSPS or university policy, but it is appropriate at the degree or the program level or department level.”

Assistant Vice Provost Gibson: “There are certainly programs where earning the master's enroute to the Ph.D. is the norm.”

Senator Casey Krusemark: “Thanks for the information on this. For a lot of graduate programs this would represent a pretty big change. I am really curious how peer institutions are managing this and what those responses have been. I guess the

other part to that was Friday we got an email about the closing of our trans-departmental biological sciences program, PULSE, I guess in response to these threats of changes. Is that a common response of our peer institutions as well? Are we seeing that at other universities in response to the potential changes?"

Assistant Vice Provost Gibson: "I cannot speak to the common response for interdisciplinary programs to the new rules. I can say though that these are national requirements, and so the pathways for response I think are shared across universities. As everyone knows, universities are willing to accept different levels of risk. Purdue's level of risk might be different than it is for other universities. I would be surprised if we are far from other universities in the response that we had in this period from July to early September, where we were trying hard to protect students."

Senior Vice Provost Oliver-Jischke: "We do know it is a national conversation of shortening time to degree, one, out of the concern for the impact of new policies for visas and the uncertainty around extension beyond the fourth year. Then others are considering it even as a competitive advantage. We also see signaling at the federal level on what funding level, like four years of Ph.D. support from NSF as an example. So, a lot of signaling at a shortened time. I absolutely hear you, Casey. There are concerns about quality of education. Shortening time, it does have certain drawbacks to it. In meetings with Deans as well contemplating policy or structure, are there things that we do that are in our own way? Is it qualifying and prelim and/or time to prelim? We are looking at all kinds of angles where maybe it is just the way we have set up our own system that could shorten some of that time without compromising the true education and research experience of our students."

Chair Ramirez: "Before I recognize our next senator question, I would like to take this opportunity to say thank you to ISS. During this period from July to September, yes, it was fantastic action. I am sure I was affected and I saw it; our students were helped in this process of renewal. You guys and the office deserve recognition. Thank you."

Senator Rodrigo Salgado: "I would also like to thank ISS for the update and for the support that they have given us. In my experience, four years for a fresh person without a master's degree, having to take forty-eight credits of courses, is not very realistic. A student in that situation might take five years or thereabouts to finish. So, I think that if what we have had is to survive, I think both internal action and external action would be needed. For example, reviewing the number of course credits that are required for a Ph.D. would be one thing that could be done internally, but there may be others as well. On the external side, I would be curious as to whether there has been any effort by Purdue to oppose this rule either with the agency during common period or potentially in the courts."

Assistant Vice Provost Gibson: "I can only speak to the first part, which is that certainly the conversations around the number of credits that are required for a Ph.D., we are certainly having that conversation. I cannot speak towards your second question though."

Vice Chair Little: "I think Trent Klingerman might be on the call. He might be able to provide a response to the legal update question."

President's Chief-of-Staff Trent Klingerman: "The university did not submit its own comments. It did collaborate with both the Big 10 Academic Alliance and the AAU in forming comments from those associations. We have not sued based on this rule."

No additional questions came from the virtual floor.

14. Associate Vice President of Research Jamie Mohler presented an update on Research Security and Export Controls [Appendix F]. Assistant Vice President of Research Security and Export Controls Kate Stoan assisted him.

Associate Vice Provost Jamie Mohler: "Thank you, Chair Ramirez. In the next few minutes, we wanted to try to provide some practical overview of the research security implications at Purdue. International collaboration obviously remains essential to what we do as a research institution, and research security at Purdue's goal is to try to help those collaborations proceed while we stay under the changing landscape of federal state and sponsor requirements. As many of you are aware, those requirements have changed, and oftentimes now they affect activities that we would not have traditionally associated with research compliance at all.

As a faculty member, for sure I understand how these requirements are impacting our efforts and how they fundamentally change what we do and how we do it. Given the importance of this topic, I really wanted the Senate to hear directly from the person who leads that work for Purdue. Kate Stoan serves as our Assistant Vice President for Research Security and Export Controls. She is also the Chief Research Security Officer, and she is the principal subject matter expert in this rapidly evolving area. She is going to talk us through what has changed and, really, what all of us need to know. Kate, I will turn it over to you."

Assistant Vice President Kate Stoan: "Thank you. Federal agencies have increased their scrutiny of foreign relationships, research affiliations, technology access, and international activities, and Indiana has also adopted requirements that apply to Purdue independently of federal funding. One significant change is that individual conduct can now create institutional consequences. A researcher's decisions may affect Purdue's eligibility for funding its contractual obligations, its reputation, and its ability to conduct certain research. This places greater responsibility on Purdue to identify and manage risks across the institution.

The central point of all of this is that research security can apply even when no money changes hands [Slide #2]. So, unfunded collaborations, anticipated coauthoring arrangements, foreign appointments, visiting researchers, international trips, data exchange, or intellectual property arrangements require disclosure and review [Slide #3]. Many of these things we have been able to do freely without internal review as recently as 10 years ago. Additionally, in the past, people often associated with research security primarily with export control technology or federally funded research, those remain important, but funding and export controls are no longer the only triggers for review.

At least four significant changes have occurred that are worth mentioning. First, disclosure increasingly leads to institutional risk review [Slide #4]. Faculty providing the information may satisfy the disclosure requirement, but Purdue may still need to

evaluate whether the relationship or activity presents a manageable or acceptable risk. Second, sponsor requirements can differ significantly. An activity permitted by one agency may require prior approval, additional safeguards, or even prohibition under another agency's rules. Third, the Indiana requirements apply independently of federal funding, which adds an additional layer of complexity. Lastly, Purdue is expected to connect information found across proposals, outside activity disclosures, travel, purchasing, personnel records, contracts, and technology transfer processes.

Research security can arise in many parts of normal academic work. Common areas include international collaborations and publications, foreign appointments, students and postdoctoral researchers, visiting scholars, international travel, purchasing, and the sharing of data, software, materials, equipment, or intellectual property [Slide #5]. The presence of one of these activities does not necessarily mean that Purdue will prohibit it, it means that the activity may need to move through an established university process so that the relevant requirements can be evaluated.

The researcher's primary responsibility is to provide complete, accurate, and consistent information [Slide #6]. This can include outside appointments, affiliations, consulting, foreign support, in-kind resources, laboratory access, personnel support, and other commitments. The same relationship may appear in several disclosure systems because those systems serve different purposes. Information provided to Purdue should also remain consistent with information submitted to our federal sponsors. Researchers should update disclosures when circumstances change rather than waiting until the next annual disclosure cycle.

Purdue requires collaborations involving individuals or entities in foreign adversary nations to be disclosed and approved through the reportable outside activity process [Slide #7]. This includes unfunded collaborations and anticipated co-authoring situations. The absence of funding does not remove concerns related to affiliations, access, intellectual property, sponsor requirements, or institutional risk. These activities do not automatically result in denial. We evaluate the parties involved, the nature of the work, the information or technology that may be shared, and any applicable sponsor or legal restrictions. The review might result in approval, approval with conditions, re-scoping, or denial.

There are two key points I want to emphasize [Slide #8]. First, researchers should initiate the appropriate university review process before making commitments or beginning a collaboration. Following established university processes ensures that the appropriate administrative offices are involved, and that the RSEC reviews collaborations when necessary. Early disclosure allows potential restrictions to be identified and risks to be evaluated before commitments are made or activities begin. Second, collaborations involving foreign adversary nations or restricted entities receive heightened scrutiny. Depending on the parties involved, the nature of the activity, and applicable legal or sponsor requirements, some collaborations may need to be modified subject to additional conditions or prohibited altogether. The goal is not to discourage international collaboration, but to ensure that these activities can proceed in a manner consistent with university policies, sponsor requirements, and applicable law. As we will see on the next slide, those requirements can vary significantly depending on which federal agency is funding the research.

Agencies have a lot of differences right now and that can materially affect the same proposed activity [Slide #9]. A collaboration with a Chinese institution could face a prohibition on a NASA funded project, it could require prior approval as a foreign component under NIH requirements or trigger a DOD risk review based on the researcher's affiliations and institutional relationships. The Department of Energy may focus heavily on foreign access to sensitive technology and supply chains. USDA's award terms address disclosures, certifications, training, and certain funded and unfunded relationships, and capacity funding can also make the connection to USDA support less obvious. Researchers and administrators therefore need to evaluate the specific sponsor and award terms rather than if one agency's answer applies to another.

Foreign appointments and talent recruitment programs receive scrutiny. Purdue employees may not participate in foreign recruitment programs sponsored by foreign adversary nations [Slide #10]. Federal requirements also prohibit covered researchers from participating in malign foreign talent recruitment programs. Researchers should disclose foreign appointments, honorary titles, consulting arrangements, laboratory access, stipends, personnel support, travel support, and similar resources. Activities involving foreign adversary nations or restricted entities receive heightened review and may be restricted, conditioned or prohibited.

An important operational point is that researchers do not need to contact RSEC directly about every routine activity [Slide #11]. Faculty should begin with the established Purdue process. International travel will enter through reportable outside activity or Concur processes. International visitors will begin with the department and the applicable provost office process. International shipping should go through Purdue's approved shipping vendor. Purchases should begin with the business office and procurement process. These process owners collect the necessary information and bring RSEC into the review process when the circumstances require research security or export control expertise. This approach allows research security review to occur within the normal university workflow.

Researchers should contact RSEC directly when no established process clearly applies, when an activity is unusual or particularly complex, or when questions need to be resolved before making a commitment [Slide #12]. Direct consultation is also appropriate when a researcher knows that the activity involves a restricted party or a foreign adversary nation and needs guidance before proceeding. A Purdue office may also refer a researcher to RSEC after reviewing information submitted through an existing process. If you are not sure, asking a question early gives Purdue more options than trying to address the issue after an agreement has been signed or the activity has begun.

The practical takeaway is straightforward [Slide #13]. Use Purdue's established processes, provide complete and accurate information, seek guidance before making a commitment when the appropriate path is unclear. Research security does not mean that Purdue opposes international collaboration. We collaborate with researchers and campus offices to understand the applicable requirements, evaluate material risks, and identify safeguards that allow legitimate research to proceed when those risks can be managed. Over the coming months, our office will continue

providing additional resources via the ADRs of the colleges. Most recently we provided a resource titled, Research Security: What Researchers Need to Know. Before the end of the year, three additional guidance documents will cover travel, academic activities, and research agreements. Thank you."

Following their presentation, Associate Vice President Mohler and Assistant Vice President Stoan entertained questions from the virtual floor.

Senator Mark Hastak: "Thank you Chairman and thank you Kate and Jamie. My question was, is there a recommended time when the faculty should start initiating this process, and is there a different process for non-foreign adversary nations?"

Assistant Vice President Stoan: "That is a good question. I would say engage us as soon as possible. A lot of what we have happening right now are a lot of new rules coming out. We had twenty-four different new rules or requirements last year alone, and sometimes we are in the middle of a review and then a new rule comes that impacts the review we're currently working on, and we have to re-review in light of the new rule. So, as soon as you can bring us in in the process, the better. The review is not as stringent for non-foreign adversary nations, but there are still steps that are being taken, and when we can embed those steps with our other stakeholder units, we do. Those tend to go through the process much more quickly than when a foreign adversary nation is involved."

Senator Hacker: "Thanks for the presentation. My question is related to personal international travel. I mean, if we're going to take a vacation and go to Europe or someplace for family or for vacation, do we need to apply for permission to travel first, or what is that guidance? I want to separate work travel from personal travel."

Assistant Vice President Stoan: "That is a good question. If you are traveling for personal reasons, you should go and enjoy your trip, but if you are traveling to a foreign adversary nation, even for business purposes, we are not recommending that people take their standard Purdue laptop. Purdue IT does have a bank of loaner laptops that we can connect you with to get a clean loaner device, if you are going to be traveling to one of the foreign adversary nations."

Senator Krusemark: "Thanks for the presentation. I was curious if anything has been done to expedite some of these approvals. A lot of the people in my department order a lot of chemical compounds, and suddenly this rule has come up and caused a lot of trouble; I have talked to several people. Many times, you have small potatoes, $50, but ordering directly from Chinese vendors can sometimes be ten times cheaper. We have a responsibility to make the most of our grant money, but a lot of these approvals have languished."

Assistant Vice President Stoan: "The purchasing piece is one we are working on right now closely with procurement and finance and legal counsel. One of the biggest challenges is obtaining certifications that are required by the state of Indiana from the vendor back in China. I have heard that finance is not having great luck with getting those certifications from the vendors, and those are required by an executive order that was passed last year. We are in conversations with them. I know the RSEC review portion of that even before the certification is going a little bit more slowly

because leadership is managing it. We have not passed it to our analysts yet, because we are still testing out and making sure that we have gotten all the right criteria in our review before we pass that down, and we are getting closer to that point where we can start to route them through a little bit more quickly."

Associate Vice President Mohler: "I want to speak about Kate's team. We have been continuing to invest in the area to try to speed up turnaround, every time we add a new staff member, there are five new regulations that must be taken care of. I appreciate the patience that faculty and others have extended certainly to Kate's team, they are a hardworking group, and I can certainly tell you there's no end to that work, and so we are working as quickly as we can, not on just procurement but on unfunded collaborations and the whole milieu of things. I do want to say, Kate's crew, we put together a great team, but keeping up with all the changes has been a challenge."

Senator Afsan Bhadelia: "Thank you so much for all the information, faculty and public health, and I have a question regarding how, or maybe you do not have the information yet, multi-country, multi-institutional collaborations are being managed if the primary institution anchoring it is not Purdue. There is a researcher on that wider collaboration that happens to be a foreign adversary nation, are there different types of review? Then also for commissions that are global, which may have individuals that are representatives from different countries, some are from foreign adversary nations classified as such. How is that being managed or is that a particular category that you are considering in terms of how faculty disclose? Because it gets a little complicated, some of the questions that are being asked when you are not the one anchoring the partnership or the collaboration."

Assistant Vice President Stoan: "You mention a good point, and a lot of these categories end up being very case-specific fact patterns. Right now, we have seen the federal government is looking at researchers as publications and extrapolating from that to identify who people are collaborating with. Even at the federal level, they have acknowledged they have coined this term hyper co-authorship. Things like the CERN Particle Collider, there are restricted parties that are involved in that, and technically we have a policy prohibiting activities with restricted parties, but we know that our faculty that support the CERN Particle Collider are not engaging directly with those restricted parties, and so we would not ask them to withdraw from that overall global collaboration because of that. A lot of this ends up being very fact-pattern specific."

Associate Vice President Mohler: "To add to that, by hyper, I would say these publications in which you see 50, 75 people on them. I know that it is common in certain fields. I will say that Kate and I have worked together, particularly in situations where there are restricted entities involved, even if they are adjacent, where the Purdue faculty member's not necessarily engaging with that particular member, those should still be avoided if possible, simply because there is no way to work around that in the way that those entities are defined. It is difficult because I know it changes what we do as faculty because so often we collaborate, particularly when you talk internationally, we are collaborating, and a person in another country knows this person and this person, and they work together, and you do not necessarily control it.

Certainly, I would encourage trying to be as adept as possible in knowing how those things work out, in the relationships that you create. At the end of the day, it is terrible to have to say, okay, we need to divest from this publication because there is one co-author. I hate leaving intellectual property or publications on the table as it were. Functionally that is what is starting to happen, and by necessity, and it is unfortunate, but that is where we are."

Senator Hastak: "A follow-up question to that would be international meetings. Many of our faculty have leadership roles in global organizations where, of course, people come from all over the world. What is your guidance for that, and what are some restrictions that one needs to know about?"

Assistant Vice President Stoan: "I would stick to publicly available information when you are presenting, particularly if you are presenting in foreign adversary nations. If you have a particular situation you are looking at that you have concerns with, we are happy to take a look and help navigate through that specific circumstance."

Associate Vice President Mohler: "I would say we look at each one of these, and I know there are certain fields that there are hotbeds of research in, let us say, a particular foreign adversary nation, and it makes it difficult when there is a longstanding history. Honestly, we look at each of those, but I would encourage rethinking, if at all possible, engagements that would either be in a foreign adversary nation or even an event that would be maybe in another nation that is funded by a foreign adversary nation. Those seem to be difficulties. Again, I know what I am saying, and the difficulty that creates for us as faculty and as researchers, because we have historically been able to freely collaborate internationally for the most part, and that when we start separating those relationships, it is a difficult thing, but that would be my thoughts on that particular aspect."

Chair Ramirez: "I have to say, Vice President Mohler, you mentioned that you are hiring staff, enhancing strength, and I think that is a great thing to do, and it is fantastic that Purdue has this resource because it seems like the lesson is reach out sooner rather than later, if you are going to enter in these collaborations, and do not assume, just make sure that you get the proper advice from your office. Thank you very much. With that, if I do not see any more questions, we will thank you again for the highly informative session with us. Thank you."

No additional questions came from the virtual floor.

15. New Business

There was no New Business from the floor.

16. There being no further business, the meeting was adjourned at 4:14 p.m.

University Senate Questions and
Administrative Responses
19 October 2026

Faculty Retention, COACHE Survey Results, and Faculty Climate

Q: The COACHE survey results indicate significant concerns among faculty regarding their experience at Purdue. In particular, the College of Engineering results show that 50% of Assistant Professors indicated a desire to leave within five years of receiving tenure, while another 50% indicated a desire to leave Purdue at a later time. Similar concerns appear in responses to institutional- and college-level questions, including among more senior faculty.

What actions are being considered or planned to address these concerns, improve the faculty experience, and meaningfully strengthen faculty retention?

- Each college has been charged with reviewing its COACHE results, identifying priority areas of concern, and developing an implementation plan to address them. These plans, which are due in December, will focus on issues raised by faculty within each college and department. Faculty Affairs will then work closely with Associate Deans for Faculty Affairs, department heads, and other college leaders to support implementation and monitor progress. Look for more early next semester.
- More broadly, it is a priority for all of us to strengthen faculty support across the institution. This means clear expectations for excellence in hiring, mentoring and promotion/career advancement—including post-tenure review—coupled with strong support of faculty success across all career stages and types of faculty appointments. Some new efforts already begun include enhanced programming for associate professors, expanded mentoring and career-development opportunities, and increased attention to ensuring that promotion and tenure expectations and career pathways are clear and consistent across the institution. Together these efforts are designed exactly to improve the faculty experience at key career stages, strengthen engagement and professional growth, and ultimately improve retention of high-performing faculty across Purdue. We want to create, hire and retain more and more stronger performers as scholars and teachers, and to help strengthen our Purdue culture in ways that specifically encourage and reward sustained excellence in scholarship, teaching and engagement.

Indianapolis Expansion of Clinical Programs

Q: Several clinical programs are interested in expanding to Indianapolis. What specific resources, including faculty lines, clinical and research space, and start-up support, would be available to programs making such a move? What would the timeline and decision-making process look like?

- Answers will be guided by the fit with our Indianapolis Strategy as briefed at the last Board of Trustees meeting: https://www.purdue.edu/bot/meetings/past-meetings/2026/06.%20october/Stated/Wolfe%20Cline%20October%20BOT%20Indianapolis%20100526.pdf

- In the first instance, proposals that describe a fit with this strategy and lay out a framework and timeline for student recruitment, faculty success, staffing, facilities etc should be send through Department Heads and then by Deans to Executive Vice Provost Sunil Prabhakar.
- Additional Details are as follows: Purdue has authorized 73 Indianapolis faculty positions across FY2026 and FY2027, including tenure-track and clinical/professional appointments; 22 of the FY2026 positions have been filled. These positions support existing programs and carefully sequenced new offerings, rather than constituting a dedicated pool for clinical program expansion. The Academic Success Building, expected to open in 2027, will expand academic and student space, but specific clinical and research space commitments would need to be evaluated separately. Departments should begin by working iteratively with Head, Dean and Sunil to develop a proposal that:
  - Defines the academic opportunity and how it leverages Indianapolis' distinctive strengths.
  - Assesses market needs and demonstrated student demand to establish enrollment targets.
  - Identifies faculty, staffing, space, and start-up requirements.
  - Maps the necessary internal and external approvals and an implementation schedule.
- The timeline would depend on the proposal's scope, resource requirements, space readiness, and approval requirements. The Office of the Provost would help departments align proposal development and review with admissions and catalog publication milestones. A launch date and resource commitments would therefore be established through the review process, rather than through a uniform timeline for all programs.

Health Insurance Coverage for Specialized Care

Q: For employees whose family members require specialized care that is not available through a Tier 1 provider, for example, rare-disease treatment at Riley-Tier 2 pricing and a higher out-of-pocket maximum can result in significantly higher costs when there is no in-network alternative.

Would the administration support a Tier 1 exception when no appropriate Tier 1 option exists? If so, what steps would be taken to establish such an exception?

- Yes. In fact, this exception currently exists for all covered employees and their dependents.
- Purdue medical plans participate in the HealthSync network that provides high-quality providers for a lower cost. HealthSync providers have shown to provide more comprehensive care for their patients as well as helping to keep healthcare costs manageable for both members and employers. The HealthSync network is limited to Indiana currently but has over 10,000 providers across the state participating.
- In the event there is not a tier 1 (HealthSync) provider available within 50 miles of a member's Indiana residence, members may utilize a tier 2 provider and contact Human Resources (hr@purdue.edu). The university's third-party administrator, Ameriben, will review the claims and if

it is determined that a tier 1 provider was not available, the tier 2 claims may be processed as if they were tier 1.

Research Security and Export Controls – Purchasing from Chinese Companies

Q: Faculty have expressed concerns about the approval process for purchases from Chinese companies, including reports that the Research Security and Export Controls office is unable to process requests in a timely manner or has been unresponsive.

Would the administration consider temporarily suspending or modifying this approval process until the office has sufficient capacity to handle these requests?

- As noted in a September response, we will fix any undue delays and other vexations within our power to fix. Still, new federal and state restrictions require this additional review and do, in fact, limit some of our purchasing options. We must continue to comply with those legal requirements.

Transparency and Representation in Leadership Searches

Q: Faculty have expressed concerns about transparency and accountability in senior administrative decision-making. There are also questions about the process that will be used to select Purdue's next president and the next dean of the College of Engineering.

Will the Board of Trustees establish a search committee with meaningful representation from faculty and other University constituencies for the next presidential search? Is a similarly open and representative process anticipated for the next dean of the College of Engineering?

If these decisions have not yet been made, would the administration recommend that the Board use such processes? If representative search committees will not be used, would the Board be asked to explain the rationale for that decision to the University community?

- There will not be a search committee formed for purposes of the presidential search. Rather, the Board of Trustees will conduct the search taking into account the input it has received from the campus community. When Mark Lundstrom was announced upon Arvind Raman's departure, it was noted that a search for the next Engineering dean would commence after identification of a next president. While the Board understands the desire for greater transparency in the search for a president, the reality is that many well-qualified candidates view such transparency as a significant professional risk and may opt to not participate in searches that are conducted as transparently as the university community may desire. The Board will certainly describe its rationale for the selection of the next President, including how the campus community's input was used in the search.

Dream Hires

Q: Although we are encouraged to nominate candidates for "dream hire positions", decisions as to whether the process can proceed are made at the university level. Our department has nominated several candidates who have gotten a negative response from the office of the Provost. As I understand the process, this involves an algorithm of some kind, which has a minimum cutoff that the candidates must meet. If that is the case, then it seems to be a waste of time and effort to establish a candidate's interest and carefully review their CV at the department level. I would suggest that it would be a better use of everyone's time if we simply submitted a list of names and were given a yes or no based on the algorithm before we proceeded with more in-depth vetting, and certainly before we reach out to gauge interest. At the very least, it would be helpful if we better understood the process by which these decisions were made. What does the administration think of these suggestions?

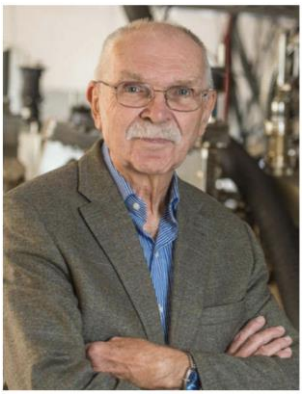
- This is a misunderstanding in the sense that there is certainly no “algorithm” or similar. But it is a very good idea to vet lists of names with the VP for faculty affairs, along with CVs and brief rationales. It is in everyone’s interest to help us all make informed decisions about potential nominations!
- Potential dream hire candidates are review by the VP for Faculty Affairs along with colleagues in Facilities (for space/laboratory reasons) and Finance (in consideration of start-up funds and the like). There is no algorithm or automatic cutoff used in the Dream Hire review process. Requests are evaluated based on the candidate's CV and the rationale submitted by the dean describing the candidate's anticipated impact and fit with institutional priorities.
- Colleges vary in how they manage the process before a nomination reaches the Provost's Office. Some colleges use internal vetting committees or other review mechanisms to assess candidates and prioritize nominations before they are submitted for university review.

PURDUE UNIVERSITY | Department of Physics and Astronomy

Memorial Resolution

Jacek K. Furdyna (1933-2026)

Department of Physics and Astronomy



Professor **Jacek K. Furdyna** passed away on September 28, 2026, at the age of 93. He served Purdue University from 1966 to 1987, where he established a pioneering research program in magnetic semiconductors and helped build the University's international reputation in condensed matter physics. Recruited to Purdue as an associate professor in 1966 after appointments at Northwestern University and the Massachusetts Institute of Technology's Francis Bitter National Magnet Laboratory, he quickly earned recognition as an exceptionally creative scientist, dedicated teacher, and influential mentor. He was promoted to full professor at Purdue in 1972.

Professor Furdyna earned his bachelor's degree in physics from Loyola University Chicago in 1955 and his doctorate from Northwestern University in 1960. At Purdue, he pioneered investigations of elemental and compound semiconductors, advancing understanding of magneto-optical effects, plasma phenomena in solids, and magnetic semiconductor materials. His research opened new directions in condensed matter physics and established foundations that continue to influence the field today. Over a scientific career spanning more than six decades, he authored or co-authored more than 970 publications and became one of the world's leading authorities on magnetic semiconductors.

Widely recognized as a pioneer who helped create the field of dilute magnetic semiconductors, Professor Furdyna made contributions that helped establish the scientific foundations of modern spintronics. His achievements earned election as a Fellow of the American Physical Society, the American Association for the Advancement of Science, and the Institute of Physics. He also received numerous honors, including an honorary Doctor of Science degree in 2007 from Purdue University and the Nicolaus Copernicus Medal of the Polish Academy of Sciences.

In 1987, Professor Furdyna and his wife and longtime scientific collaborator, Professor Malgorzata (Margaret) Dobrowolska-Furdyna, joined the faculty of the University of Notre Dame. There he continued his influential research career, mentored new generations of scientists, and remained an internationally respected leader in semiconductor physics.

PURDUE UNIVERSITY COLLEGE OF SCIENCE
DEPARTMENT OF PHYSICS AND ASTRONOMY
Physics Building
525 Northwestern Avenue, West Lafayette, IN 47907-2036
Office: 765-494-3000 | physics.purdue.edu

PURDUE UNIVERSITY | University Senate

Résumé of Items
19 Oct 2026

To: The University Senate
From: Lisa Bosman, Chairperson of the Steering Committee
Subject: Résumé of Items under Consideration by the Various Standing Committees

Steering Committee

Lisa Bosman, lbosman@purdue.edu

1. Soliciting reports and informational sessions in response to faculty and committee requests

Advisory Committee

Julio Ramirez, senate-chair@purdue.edu

Nominating Committee

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

1. Managing new committee vacancies
2. Evaluating and balancing numbers, disposition and experience of Senators for equitable representation and task assignments.

Educational Policy Committee

Julia Chester jcheste@purdue.edu and Vincent Duffy, duffy@purdue.edu

1. Cooperation with UCC including considering new & review of existing FLOs
2. Critical thinking and AI
3. Retention and 4 year/6 year graduation rates; student Visa allowances
4. Student success; Bursar policy on refunds of tuition and fees
5. Communication with Faculty Committees reporting to EPC including AO
6. Review of experiences related to the new Syllabus tool in BrightSpace

Community Connection Committee

Brian Dilkes, bdilkes@purdue.edu and Rua Williams rmwilliams@purdue.edu

Faculty Affairs Committee

Janet Alsup, jalsup@purdue.edu and Stephen Cameron, cameros@purdue.edu

1. Promotion and tenure process
2. Annual reviews and post-tenure review (IC 21-39.5-2-2 and IC 21-38-3.5)
3. COACHE survey

Student Affairs Committee

Christian Rogers, rogerscb@purdue.edu

University Resources Policy Committee

Tae Hong Park, thp@purdue.edu

PURDUE UNIVERSITY | University Senate

Senate Document 26-05
19 October 2026

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for Advisor to the Educational Policy Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: The Nominating Committee proposes the following nominee for service on the Senate Educational Policy Committee. The Advisor selected is to serve a term that begins immediately and ends 31 May 2028.

1) Thomas Mitchell, COO, Office of the Vice Provost for Teaching and Learning

Committee Votes:

For:	**Against:**	**Abstained:**	**Absent:**
Afsan Bhadelia			
Michael Campion			
Euzeli Dos Santos			
Mara Faccio			
Fecri Karanki			
Damon Lisch (Co-Chair)			
Seema Mattoo (Co-Chair)			
Abdelfattah Nour			
Darryl Ragland			

PURDUE UNIVERSITY | University Senate

Senate Document 26-06
19 October 2026

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Community Connection Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For a vacancy on the Community Connection Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/College
Anish Vanaik	1	Honors College

Committee Votes:

For:	Against:	Abstained:	Absent:
Afsan Bhadelia			
Michael Campion			
Euzeli Dos Santos			
Mara Faccio			
Fecri Karanki			
Damon Lisch (Co-Chair)			
Seema Mattoo (Co-Chair)			
Abdelfattah Nour			
Darryl Ragland			

COACHE

JOB SATISFACTION SURVEY

Overview of Results

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COACHE: Purpose and Peers

The survey offers academic affairs administrators unique insights into the faculty experience, capturing faculty sentiment with regard to teaching, service and research; tenure and promotion; departmental engagement and collegiality; and other aspects of the academic workplace.

Peers for 2025 comparisons:

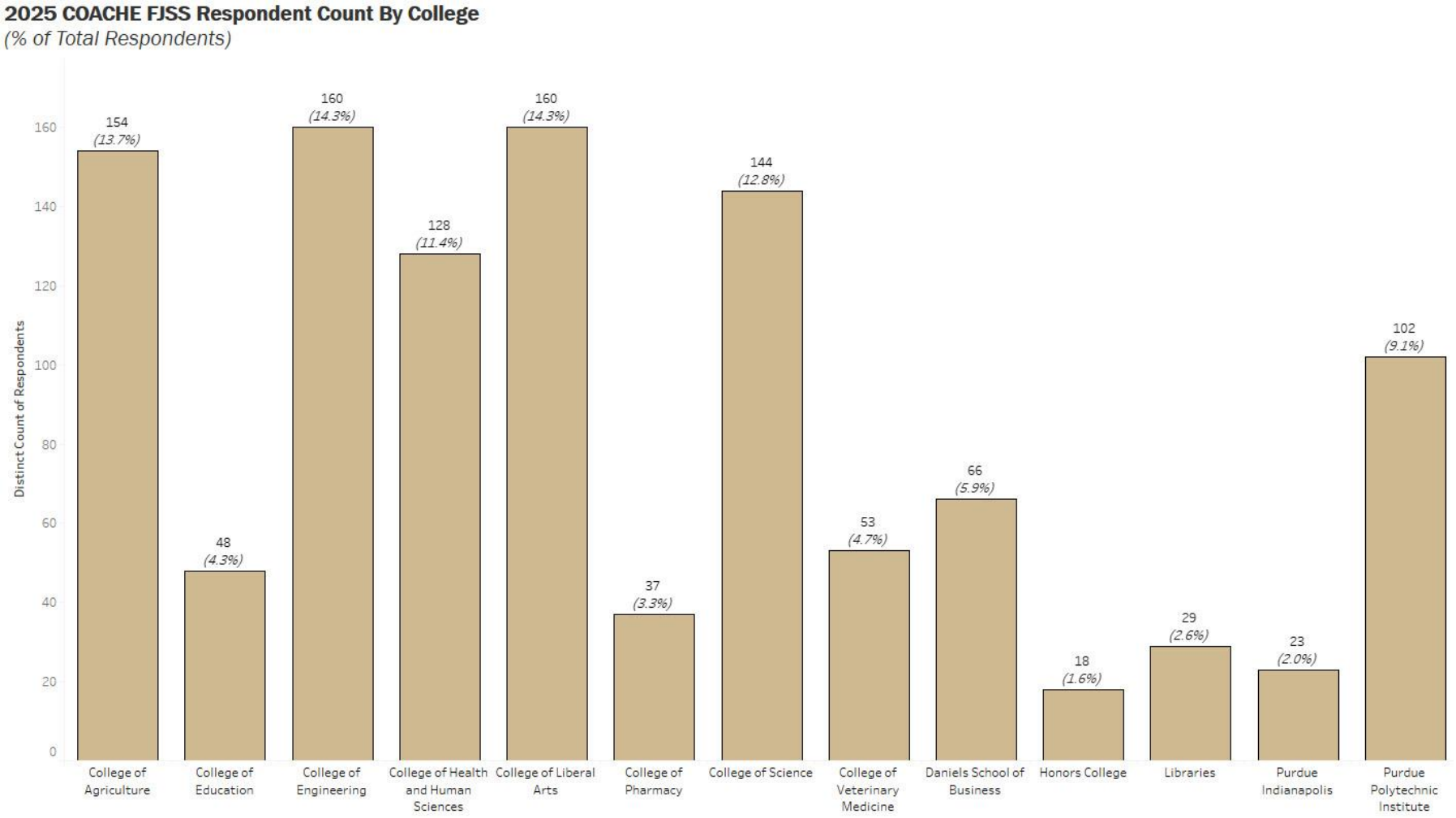
- Georgia Institute of Technology (2024)
- Pennsylvania State University (2025)
- University of Arizona (2024)
- University of North Carolina at Chapel Hill (2025)
- Vanderbilt University (2025)

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COACHE Faculty Job Satisfaction Survey: Insights into the Faculty Experience

	Benchmark	Number of questions
1	Collaboration	3
2	Governance: Adaptability	3
3	Governance: Productivity	3
4	Governance: Purpose	4
5	Governance: Understanding	4
6	Health & Retirement Benefits	4
7	Leadership: Faculty	4
8	Leadership: Divisional	4
9	Governance: Trust	5
10	Leadership: Departmental	5
11	Mentoring	5
12	Interdisciplinary Work	6
13	Nature of Work: Service	6
14	Leadership: Senior	6
15	Tenure Expectations: Clarity (TT Asst Prof)	6
16	Departmental Engagement	7
17	Tenure Policies (TT Asst Prof)	7
18	Facilities & Work Resources	8
19	Personal & Family Policies	8
20	Promotion: (T Assoc Prof)	8
21	Nature of Work: Teaching	8
22	Departmental Collegiality	8
23	Departmental Quality	10
24	Nature of Work: Research	11
25	Appreciation & Recognition	12

2025 COACHE Response Rates



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Benchmark Zones in 2025

Purdue compared to cohort of all 85 other universities and 5 peers

AREAS OF STRENGTH

- Mentoring
- Nature of work: Research
- Interdisciplinary work
- Collaboration

AREAS OF CONCERN

- Appreciation and recognition
- Departmental collegiality
- Governance:
  - Adaptability
  - Productivity
  - Shared sense of purpose
  - Trust
  - Understanding the issue at hand
- Health and retirement benefits
- Leadership:
  - Departmental
  - Divisional
  - Faculty
  - Senior
- Tenure expectations: Clarity
- Tenure policies

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Worst Aspects of Work Experience 2025

Top "Worst" Responses:

- Quality of leadership
- Geographic location
- Compensation
- Unrelenting pressure to perform
- Quality of facilities

	All Faculty		
	You	Peers	All
Lack of options for remote or hybrid work	1%	0	0
Cost of living	1%	1	21
Patient care/client services	2%	0	0
Quality of undergraduate students	2%	0	4
Commute	2%	1	1
Quality of colleagues	3%	0	1
Lack of assistance for grant proposals	3%	0	0
Childcare policies/support/availability (or lack thereof)	3%	0	0
Spousal/partner hiring program (or lack thereof)	3%	0	0
Absence of others like me	3%	0	0
Support of colleagues	3%	0	1
Opportunities to collaborate with colleagues	3%	0	0
Quality of graduate students	4%	0	5
Academic freedom	4%	0	1
Teaching load	5%	0	19
Tenure/promotion clarity or requirements	6%	0	1
My lack of "fit" here	6%	0	0
Lack of diversity	7%	0	7
Too much service/too many assignments	8%	5	63
Lack of support	8%	2	47
Quality of facilities	11%	1	36
Unrelenting pressure to perform	11%	0	3
Compensation	17%	5	81
Geographic location	21%	1	10
Quality of leadership	23%	4	39

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Best Aspects of Work Experience 2025

Top "Best" Responses:

- Quality of colleagues
- Cost of living
- Support of colleagues
- Quality of undergraduates
- Academic freedom
- Opportunities to collaborate

	All Faculty		
	You	Peers	All
Quality of leadership	1%	0	0
Diversity	1%	0	8
Protections from service/assignments	1%	0	0
Presence of others like me	1%	0	2
Childcare policies/support/availability	1%	0	0
Options for remote or hybrid work	2%	0	0
Assistance for grant proposals	2%	0	0
Spousal/partner hiring program	2%	0	0
Tenure/promotion clarity or requirements	2%	0	0
My sense of "fit" here	4%	0	2
Support for teaching	4%	0	0
Support for research/creative work (e.g., leave)	5%	0	1
Quality of facilities	5%	0	1
Manageable pressure to perform	5%	0	0
Geographic location	5%	4	61
Patient care/client services	5%	0	0
Commute	6%	0	0
Teaching load	7%	0	3
Compensation	8%	0	3
Quality of graduate students	11%	3	8
Opportunities to collaborate with colleagues	12%	1	1
Academic freedom	13%	1	44
Quality of undergraduate students	14%	3	39
Support of colleagues	17%	3	62
Cost of living	22%	0	21
Quality of colleagues	32%	5	84

PURDUE UNIVERSITY

What is Purdue Already Doing/Planning?

Senior executives: Additional communication and engagement

- **Office of Provost:** Clarity of promotion and tenure guidelines, coffee hours, leadership meetings, 5Qs with the Provost
- **Office of Research:** Deep dive into survey results and synthesizing elements of ongoing Purdue Research Transformation, added weekly updates in Purdue Today, additional town halls
- **Faculty Recognition Office:** Awards and books initiative
- **Human Resources:** Benefits review
- **Deans:** Leading college implementation committees

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What Will You and Your College See?

Dashboard available at:

www.purdue.edu/academics/faculty-affairs/initiatives/coache.html

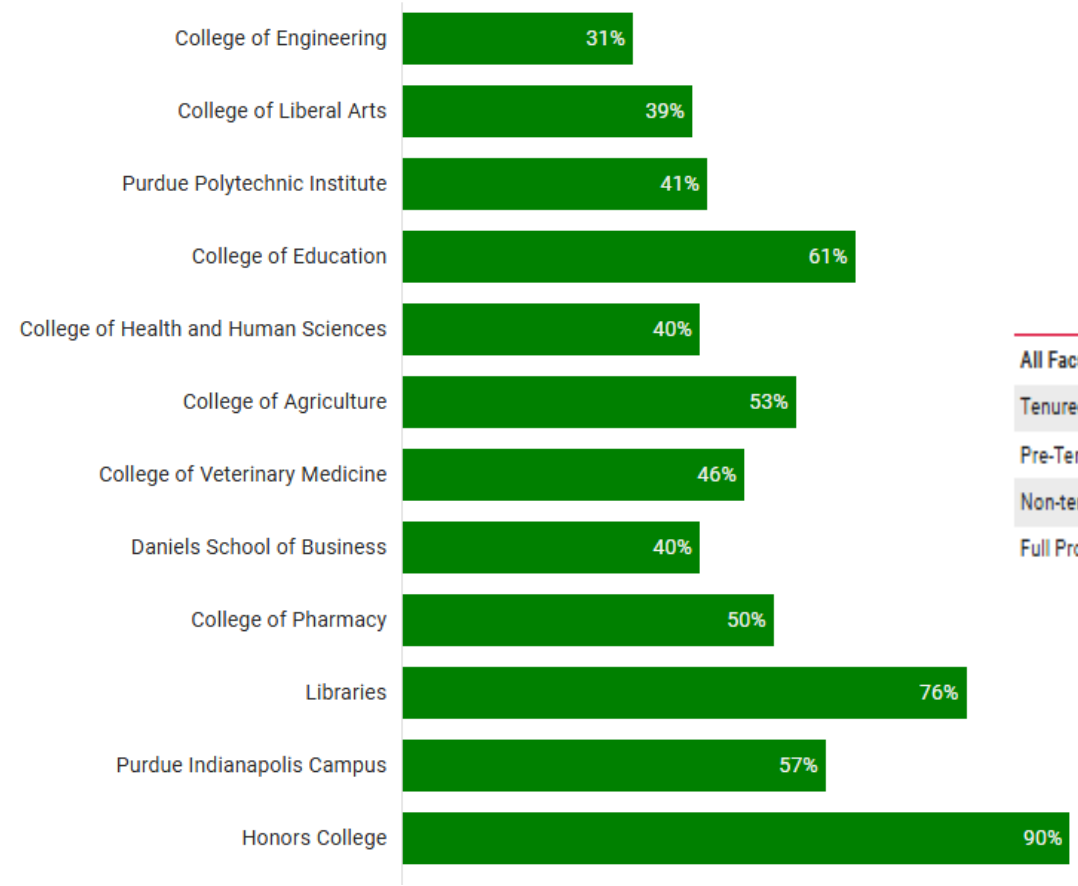
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Appendix

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Survey Response Details

Divisional Response Rates



Response Rates

	You	Peers	Cohort
All Faculty	**42%**	**32%**	**40%**
Tenured	42%	38%	43%
Pre-Tenure	39%	35%	42%
Non-tenure Track	44%	27%	36%
Full Professor	44%	38%	44%

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PURDUE UNIVERSITY FACULTY SENATE · OCTOBER 19, 2026

Federal immigration rules and graduate offers

An update on the DHS Fixed Period of Admission rule and what it means for admitting international graduate students

Kevin Gibson, Ph.D.

Assistant Vice Provost, Office for Graduate Students and Postdoctoral Scholars

STATUS AS OF OCTOBER 15, 2026

The rule is on hold, but it is not gone

Jul 17

DHS publishes the final Fixed Period of Admission rule

Sep 14

Federal court in Massachusetts issues a nationwide preliminary injunction

Sep 15

Scheduled effective date passes; the rule does not take effect

Sep 30

DHS appeals the injunction; litigation continues

The Duration of Status (D/S) rule has not been overturned. Because an appeal could revive the rule, offers made this cycle should be planned with the rule in mind.

Sources: Purdue ISS Federal Immigration Updates; Vanderbilt ISSS (Oct 2, 2026)

Key changes to consider during the admissions process

Today versus under the new rule

Feature	Today (D/S)	Under the rule (FPA)
Length of stay	Indefinite, with continuous compliance	Program length or 4 years, whichever is shorter
Who approves extensions	Purdue ISS (DSO/ARO)	ISS recommendation plus USCIS Form I-539 approval
F-1 grace period	60 days	30 days (matches J-1)
Extension request deadline	Flexible, up to graduation	At least 30 days before program end date
Lateral or downward moves	Permitted with internal updates	Prohibited (no master’s to master’s, no PhD to master’s)
Graduate program changes	Managed internally	Banned (no mid-program changes or transfers)

Source: Purdue ISS Quick Reference Guide to Changes (undergraduate row omitted)

IMPLICATIONS · AT THE POINT OF OFFER

What the rule would mean for graduate offers

Students cannot change programs if there are issues

Graduate students would be locked to the program (CIP code) on their I-20 for the whole degree. No switching majors or programs after they start.

Students may not be able to complete their degrees

Stay is capped at the I-20 program length or four years. Most PhD students would need a USCIS extension (Form I-539, with a fee) mid-degree.

“Mastering out” becomes riskier

PhD to master’s is a downward move; students may lose OPT eligibility. Refer to ISS first.

Departments and schools should consider possible risks to students and to faculty and their research program if their average time to degree suggests that new students are unlikely to graduate within the new time constraints.

Source: Purdue ISS, Federal Immigration Updates – FAQ Groups 2, 3 and 5

Questions?

LATEST GUIDANCE

purdue.edu/gpp/iss/federal updates

FACULTY AND STAFF

iss@purdue.edu

Research Security at Purdue

What Faculty Need to Know

Kate Stoan, AVP & CRSO

James L. Mohler, AVP, RIO & Professor

PURDUE UNIVERSITY | Office of Research

Why RS Matters

"Research security has shifted toward an institutional risk model. All researcher decisions can affect Purdue's overall funding, eligibility, reputation, and ability to conduct or support research."

- Federal agencies have increased scrutiny of foreign relationships and research activities
- Indiana has adopted requirements that apply independently of federal funding
- The consequences can affect funding eligibility, institutional compliance, intellectual property, and access to research resources
- Researchers need to involve Purdue early enough to identify workable safeguards

Beyond Sponsored Funding

- Research security requirements can apply even when no money changes hands
- Examples include:
  - Unfunded collaborations and anticipated co-authoring
  - Foreign appointments or affiliations
  - International visitors
  - Students and postdoctoral researchers
  - Travel and work abroad
  - Data, software, materials, equipment, or technology exchanges
  - Purchases from foreign suppliers

What Has Changed?

- Federal requirements increasingly lead to risk reviews
- Agency requirements differ (sometimes significantly)
  - The same proposed collaboration with a Chinese institution could be prohibited on a NASA-funded project, require NIH prior approval as a foreign component, or trigger a DoD risk review based on the individuals' affiliations and institutional relationships.
- Indiana created a separate layer of institutional responsibility
- Relevant info may appear across proposals, ROAs, travel, purchasing, contracts, personnel records, and technology-transfer processes (i.e., connect the dots is increasingly expected)

Activities Most Likely to Require Review

- Collaborations and publications
- Foreign appointments and talent programs
- Students, postdocs, visiting scholars and visitors
- International travel and work abroad
- Purchasing and research technology
- Data, materials, software, and intellectual property
- Gifts and voluntary support



Complete and Consistent Disclosures

- Researchers should keep Purdue and sponsor disclosures current and consistent
- Potentially reportable items include:
  - Outside appointments and affiliations
  - Foreign support and in-kind resources
  - Laboratory space or personnel provided by another institution
  - Consulting and outside research activities
  - Foreign contracts or agreements
  - Other commitments that affect Purdue responsibilities
- Different disclosure systems may ask related questions for different purposes

International, Funded & Unfunded Collaborations

- Purdue currently requires all funded collaborations to be disclosed
- Purdue currently requires unfunded collaborations involving individuals or entities in Foreign Adversary Nations to be disclosed (including any anticipated coauthoring arrangements)
  - Disclosures: Reportable Outside Activity (ROA) process in PERA
- RSEC evaluates the parties, proposed activity, sponsor requirements, technology, information access, and institutional risk
- A review may result in approval, conditions, rescoping, or denial

International & Unfunded Collaborations

Two Key points

1. **Researchers should seek review before making commitments or beginning the activity**

2. **Activities involving Foreign Adversary Nations or restricted entities receive heightened review and may be restricted, conditioned, or prohibited**

Sponsor Requirements Differ

Source	Examples of what may receive scrutiny
Federal-wide	Disclosures, RS training, persistent identifiers, and MFTRPs
DoD	Affiliations, foreign support, patents, equipment, and designated institutions
DOE	Foreign access, sensitive technologies, intellectual property, and supply chains
NASA	Certain bilateral activities involving China, including some unfunded activity
USDA	Disclosures, training, certifications, foreign relationships, and capacity-funded activity, 10-year MFTRP prohibition
NIH	Foreign components, international collaborations, and prior approval
Indiana	Foreign-adversary activities, procurement, recruitment programs, IP, and postdocs and students

MFTRPs, Appointments & Foreign Resources

- Purdue employees may not participate in Foreign Talent Recruitment Programs funded by or organized by a Foreign Adversary Nation (FAN)
- Federally funded researchers face additional restrictions involving past activity in Malign Foreign Talent Recruitment Programs (e.g., USDA)
- Foreign appointments, honorary titles, laboratory access, stipends, personnel, travel support, and other resources require disclosure
- Researchers must provide associated contracts or agreements

Research Security Within Purdue Processes

Activity	Process Owner
International travel	ROA and Concur processes
International visitors	ISS and Purdue Conferences
International shipping	eShipGlobal
Purchasing	Business office and procurement processes
Data or technology access	Applicable IT, contracting, data, or access process
Hosting scholars & students	ISS
Voluntary support & gifts	PRF & business office
Remote work	Change of Duty Station
Sabbaticals and leaves	Department, HR and/or business office
Research agreements	SPS

The process owner brings RSEC into the review when the facts require research security or export-control review

Scenarios Requiring Review

- A faculty member plans to coauthor an unfunded paper with a researcher at an institution in a Foreign Adversary Nation
- A foreign university offers laboratory space and graduate student support without providing money directly to Purdue
- An international visitor needs access to nonpublic data and specialized laboratory equipment
- A research group wants to purchase a networked device from an unfamiliar foreign supplier

Each scenario warrants consultation or review. Consultation does not mean the activity will automatically be prohibited.

Research Security at Purdue.

What Faculty Need to Know

Kate Stoan, AVP & CRSO

James L. Mohler, AVP, RIO & Professor

PURDUE UNIVERSITY | Office of Research

Faculty Guidance on Academic Activities

This guidance is intended to help faculty identify when academic activities involving Foreign Adversary Nations[1] or individuals affiliated with institutions in those locations may be prohibited, may require additional review, or may be allowed with appropriate safeguards. Purdue values international engagement and open academic exchange, but some activities create heightened concerns. Faculty should use this document before committing to any activity. When in doubt, seek review before proceeding.

Core Principles

1. **Do not assume an activity is permissible because it is academic, unpaid, remote, informal, or professional service.** Some activities create significant risk even when no money changes hands.
2. **Activities funded by or routed through a Foreign Adversary Nation are restricted.** Faculty should not accept funding, compensation, gifts, awards, honoraria, travel support, or other benefits from such sources unless expressly approved through the appropriate University ROA process in PERA.
3. **Activities involving federal research, restricted research results, export-controlled information, unpublished data, confidential information[2], or Purdue intellectual property require review and approval.**
4. **Faculty should structure activities to preserve openness, transparency, and Purdue oversight.** Activities are more likely to be approved when they use ordinary University processes, involve publicly available information, provide clear benefit to Purdue, and include practical safeguards.
5. **Disclosure is not the same as approval.** Submitting a Reportable Outside Activity via PERA, a travel request through Concur, or other intake mechanism starts the review process; it does not authorize the activity unless approval is granted.

Primary Questions Faculty Should Consider Before Requesting Approval

1. Have I identified all people, institutions, sponsors, funders, and funding sources involved?
2. Is any person, institution, sponsor, funder, or activity connected to a Foreign Adversary Nation or Entity?

---

[1] Purdue Foreign Adversary Nations (III.B.7) Policy: https://www.purdue.edu/vpec/policies/ethics/iiib7/

[2] Confidential, as used throughout this document, is defined as information that is not intended for public release from Purdue University.

3. Will I receive or provide money, travel support, honoraria, gifts, awards, in-kind support, data, equipment, software, or other benefits?
4. Does the activity involve federal research funds, sponsor obligations, restricted research results, unpublished data, confidential information, export-controlled technology, Purdue intellectual property, or Purdue systems?
5. Could the activity create an outside appointment, dual employment relationship, advisory obligation, fiduciary duty, conflict of commitment, or appearance of institutional endorsement?
6. Can the activity be restructured to use public information only, remove prohibited funding, use a formal Purdue process, or add mitigation measures?
7. Have I submitted the required disclosure, request, or intake form and received approval before proceeding?

Activities That Are Generally Not Permitted

The following activities should be treated as prohibited unless a responsible University office specifically determines otherwise under an applicable policy or exception process:

- Participating in a foreign recruitment program affiliated with or organized by a Foreign Adversary Nation.
- Accepting awards, honoraria, compensation, travel support, or other benefits from institutions or sources in a Foreign Adversary Nation, except where a specific University review process determines the activity is permissible.
- Authorizing the transfer, licensing, sublicensing, or other disposition of Purdue intellectual property to a Foreign Adversary Entity.
- Hosting a visiting scholar who is funded by a Foreign Adversary Nation or Foreign Adversary Entity.
- Providing online education specifically to individuals ordinarily residing in a Foreign Adversary Nation when the activity involves Purdue educational offerings, technology, or instructional content subject to university review.
- Study abroad programs with institutions in a Foreign Adversary Nation.
- Proceeding with activities that involve federal research work, federal research funds, restricted research results, export-controlled technology, unpublished research data, confidential information, or sponsor-restricted materials without prior approval.

Activities That Require Case-by-Case Review

Many activities are not automatically prohibited but require review before the faculty member commits to participate. These activities may be approved when the risk can be

mitigated and there is a clear academic, research, educational, or strategic benefit to Purdue.

- Sabbaticals, research-in-residence experiences, change-of-duty assignments, or other remote work while located in a Foreign Adversary Nation.
- Honorific, adjunct, visiting, advisory, or similar appointments with institutions in a Foreign Adversary Nation, as long as there is no funding from the Foreign Adversary Entity and there is no U.S. federally funded research involved.
- Business ownership, board service, advisory council service, or fiduciary roles connected to entities in a Foreign Adversary Nation.
- Unfunded collaborations with individuals affiliated with institutions in a Foreign Adversary Nation when there is no University agreement governing the activity.
- Advising students affiliated with institutions in a Foreign Adversary Nation when the students are not visiting Purdue through a formal Purdue program.
- Professional service, committee service, research review panels, project councils, conference organizing, or conference presentations connected to a Foreign Adversary Nation.
- Student travel, credit-bearing internships, or other educational activities in a Foreign Adversary Nation.

Ways to Structure an Activity for Approval

If an activity raises concerns, faculty should consider whether it can be modified before requesting approval. The following changes may reduce risk and make an activity more likely to proceed through ordinary University channels:

- Limit the activity to publicly available information, published research, open educational content, or general scholarly exchange.
- Avoid sharing unpublished data, confidential information, proprietary information, export-controlled information, sponsor-restricted information, or statutorily restricted research results.
- Remove Foreign Adversary Nation or Foreign Adversary Entity funding, compensation, travel support, honoraria, gifts, or in-kind support.
- Use a formal Purdue agreement, approved visitor process, approved student program, or standard University contracting process rather than informal arrangements.
- Clarify that the faculty member is acting in a personal scholarly capacity only when appropriate, and avoid use of Purdue title, logo, endorsement, resources, or authority unless approved.

- Define the scope, participants, location, funding source, expected deliverables, information to be exchanged, and Purdue benefit in writing.
- Obtain sponsor approval when the activity relates to a federal project, federal funds, project personnel, research results, or sponsor-funded travel.
- Document mitigation measures, such as export-control review, technology control plans, data-access limits, publication-only boundaries, visitor screening, or travel-security review.

Faculty Guidance on Academic Activities

This guidance is intended to help faculty identify when academic activities involving Foreign Adversary Nations[1] or individuals affiliated with institutions in those locations may be prohibited, may require additional review, or may be allowed with appropriate safeguards. Purdue values international engagement and open academic exchange, but some activities create heightened concerns. Faculty should use this document before committing to any activity. When in doubt, seek review before proceeding.

Core Principles

1. **Do not assume an activity is permissible because it is academic, unpaid, remote, informal, or professional service.** Some activities create significant risk even when no money changes hands.
2. **Activities funded by or routed through a Foreign Adversary Nation are restricted.** Faculty should not accept funding, compensation, gifts, awards, honoraria, travel support, or other benefits from such sources unless expressly approved through the appropriate University ROA process in PERA.
3. **Activities involving federal research, restricted research results, export-controlled information, unpublished data, confidential information[2], or Purdue intellectual property require review and approval.**
4. **Faculty should structure activities to preserve openness, transparency, and Purdue oversight.** Activities are more likely to be approved when they use ordinary University processes, involve publicly available information, provide clear benefit to Purdue, and include practical safeguards.
5. **Disclosure is not the same as approval.** Submitting a Reportable Outside Activity via PERA, a travel request through Concur, or other intake mechanism starts the review process; it does not authorize the activity unless approval is granted.

Primary Questions Faculty Should Consider Before Requesting Approval

1. Have I identified all people, institutions, sponsors, funders, and funding sources involved?
2. Is any person, institution, sponsor, funder, or activity connected to a Foreign Adversary Nation or Entity?

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[1] Purdue Foreign Adversary Nations (III.B.7) Policy: https://www.purdue.edu/vpec/policies/ethics/iiib7/

[2] Confidential, as used throughout this document, is defined as information that is not intended for public release from Purdue University.

3. Will I receive or provide money, travel support, honoraria, gifts, awards, in-kind support, data, equipment, software, or other benefits?
4. Does the activity involve federal research funds, sponsor obligations, restricted research results, unpublished data, confidential information, export-controlled technology, Purdue intellectual property, or Purdue systems?
5. Could the activity create an outside appointment, dual employment relationship, advisory obligation, fiduciary duty, conflict of commitment, or appearance of institutional endorsement?
6. Can the activity be restructured to use public information only, remove prohibited funding, use a formal Purdue process, or add mitigation measures?
7. Have I submitted the required disclosure, request, or intake form and received approval before proceeding?

Activities That Are Generally Not Permitted

The following activities should be treated as prohibited unless a responsible University office specifically determines otherwise under an applicable policy or exception process:

- Participating in a foreign recruitment program affiliated with or organized by a Foreign Adversary Nation.
- Accepting awards, honoraria, compensation, travel support, or other benefits from institutions or sources in a Foreign Adversary Nation, except where a specific University review process determines the activity is permissible.
- Authorizing the transfer, licensing, sublicensing, or other disposition of Purdue intellectual property to a Foreign Adversary Entity.
- Hosting a visiting scholar who is funded by a Foreign Adversary Nation or Foreign Adversary Entity.
- Providing online education specifically to individuals ordinarily residing in a Foreign Adversary Nation when the activity involves Purdue educational offerings, technology, or instructional content subject to university review.
- Study abroad programs with institutions in a Foreign Adversary Nation.
- Proceeding with activities that involve federal research work, federal research funds, restricted research results, export-controlled technology, unpublished research data, confidential information, or sponsor-restricted materials without prior approval.

Activities That Require Case-by-Case Review

Many activities are not automatically prohibited but require review before the faculty member commits to participate. These activities may be approved when the risk can be

mitigated and there is a clear academic, research, educational, or strategic benefit to Purdue.

- Sabbaticals, research-in-residence experiences, change-of-duty assignments, or other remote work while located in a Foreign Adversary Nation.
- Honorific, adjunct, visiting, advisory, or similar appointments with institutions in a Foreign Adversary Nation, as long as there is no funding from the Foreign Adversary Entity and there is no U.S. federally funded research involved.
- Business ownership, board service, advisory council service, or fiduciary roles connected to entities in a Foreign Adversary Nation.
- Unfunded collaborations with individuals affiliated with institutions in a Foreign Adversary Nation when there is no University agreement governing the activity.
- Advising students affiliated with institutions in a Foreign Adversary Nation when the students are not visiting Purdue through a formal Purdue program.
- Professional service, committee service, research review panels, project councils, conference organizing, or conference presentations connected to a Foreign Adversary Nation.
- Student travel, credit-bearing internships, or other educational activities in a Foreign Adversary Nation.

Ways to Structure an Activity for Approval

If an activity raises concerns, faculty should consider whether it can be modified before requesting approval. The following changes may reduce risk and make an activity more likely to proceed through ordinary University channels:

- Limit the activity to publicly available information, published research, open educational content, or general scholarly exchange.
- Avoid sharing unpublished data, confidential information, proprietary information, export-controlled information, sponsor-restricted information, or statutorily restricted research results.
- Remove Foreign Adversary Nation or Foreign Adversary Entity funding, compensation, travel support, honoraria, gifts, or in-kind support.
- Use a formal Purdue agreement, approved visitor process, approved student program, or standard University contracting process rather than informal arrangements.
- Clarify that the faculty member is acting in a personal scholarly capacity only when appropriate, and avoid use of Purdue title, logo, endorsement, resources, or authority unless approved.

- Define the scope, participants, location, funding source, expected deliverables, information to be exchanged, and Purdue benefit in writing.
- Obtain sponsor approval when the activity relates to a federal project, federal funds, project personnel, research results, or sponsor-funded travel.
- Document mitigation measures, such as export-control review, technology control plans, data-access limits, publication-only boundaries, visitor screening, or travel-security review.

Faculty Guidance for Research Agreements

Research and research-related agreements protect the faculty member, researcher, the research team, Purdue, collaborators, sponsors, and research participants. This guidance explains the information Purdue needs to evaluate a proposed agreement, the features that generally support approval, the concerns that may require revision, and practical ways to restructure an agreement so it can proceed.

The guidance applies whether an activity is funded or unfunded and whether the proposed collaborator is a university, company, nonprofit organization, government entity, laboratory, hospital, data provider, or individual. It is written as stand-alone guidance.

Core Principles

1. Research agreements with entities in sanctioned countries (Cuba, Iran, and North Korea) or with restricted parties may be outright prohibited by sanctions regulations or university policy and could jeopardize existing and future federal funding.
2. State of Indiana law (HEA 1179) and University Intellectual Property policy (I.A.1) prohibits the transfer of Statutorily Restricted Research Results[1] created or developed using Purdue resources to a Foreign Adversary Entity[2]. This includes U.S. subsidiaries of organizations in a Foreign Adversary Nation.
    a. This prohibition is separate from any federal requirements and applies to all research agreements, regardless of the funding source.
3. Because Purdue must disclose all foreign gifts and contracts with Foreign Adversary Entities to the State of Indiana, all research agreements with Foreign Adversary Entities also need Chief Financial Officer (CFO) approval to be processed.
4. Be sure to route your research proposals and agreements through Sponsored Programs Services (SPS) to ensure the appropriate checks are completed in the process. SPS will involve Intellectual Property Officers to ensure that Statutorily Restricted Research Results are not being shared with a Foreign Adversary Entity. SPS will involve RSEC for a sanctions, export controls, and/or research security review. Finally, SPS will facilitate getting CFO approval if all other checks are cleared.

[1] Statutorily Restricted Research Results are defined as original data, findings, research results, technical information and other products of the mind that fall within the definition of "intellectual property" within the meaning of IC 21-36-1-1.5 (or any successor provision).
[2] Purdue Foreign Adversary Nations (III.B.7) Policy: https://www.purdue.edu/vpec/policies/ethics/iiib7/

Primary Questions Faculty Should Consider

1. Is any person, collaborator, institution, sponsor, funder, or subrecipient connected to a Foreign Adversary Nation or Entity?
2. If the research activity is with U.S. company, has the corporate hierarchy been reviewed to determine if it is a subsidiary of a Foreign Adversary Nation?
3. Will the research activity result in sharing of any original data, findings, research results, technical information and other products of the mind?
4. Is Purdue the recipient only of any research data, samples, materials, etc., without an obligation to share research results?

Activities That Are Generally Not Permitted

The following activities should be treated as prohibited unless the appropriate compliance professionals (i.e., SPS and RSEC) have specifically assessed otherwise under an applicable rule, regulation, policy, or exception process and it has been approved by Purdue's CFO:

1. Any type of agreement with an entity in a comprehensively sanctioned country
2. Sponsored Research Agreements with Foreign Adversary Entities
3. Sponsored Testing Agreements with Foreign Adversary Entities
4. Material Transfer Agreements with Foreign Adversary Entities when Purdue is the provider of the material or when Purdue is required to share research results
5. Data Transfer Agreements with Foreign Adversary Entities when Purdue is the provider of the data or Purdue is required to share research results
6. Non-Disclosure Agreements with Foreign Adversary Entities when Purdue is providing proprietary/confidential[3] information
7. Consortium Membership Agreements with Foreign Adversary Entities
8. Licensing Agreements with Foreign Adversary Entities
9. Master Research Agreements with Foreign Adversary Entities

Note: the activity covered by the agreement, not the title or label of the agreement, is the primary factor to be considered.

Activities That Require Case-by-Case Review

Many activities are not automatically prohibited but require review before the faculty member commits to participate.

[3] Confidential, as used throughout this document, is defined as information that is not intended for public release from Purdue University.

1. Material Transfer Agreements with Foreign Adversary Entities when Purdue is the recipient of the material
2. Non-Disclosure Agreements with Foreign Adversary Entities when Purdue is receiving proprietary/confidential information
3. Human Subjects related agreements for data collection involving a Foreign Adversary Entity

Ways to Structure an Activity for Approval

If an activity raises concerns, faculty should consider whether it can be modified before requesting approval. The following changes may reduce risk and make an activity more likely to proceed through ordinary University channels:

- Limit the transfer, license or sublicense of intellectual property.
- Limit the activity to publicly available information, published research, open educational content, or general scholarly exchange.
- Avoid sharing unpublished data, confidential information, proprietary information, export-controlled information, sponsor-restricted information, or statutorily restricted research results.

Reporting Considerations

If a research agreement is executed with a Foreign Adversary Entity, it will be evaluated by multiple offices to ensure it is scoped appropriately from a compliance perspective and ultimately may trigger reporting and disclosure obligations to the State of Indiana or Federal Government under various Foreign Gift and Contract Reporting Requirements. This information will be publicly available and may be used by external parties to assess Purdue's overall research security posture.

PURDUE UNIVERSITY | University Senate

Status of Legislation 2026-2027

Senate Document	*Title*	*Origin*	*Senate Action*	*Implementation*
26-01	Nominee for Advisor to Faculty Affairs Committee	Nominating Committee	*Approved 14 September 2026	Elected
26-02	Nominee for the Educational Policy Committee	Nominating Committee	*Approved 14 September 2026	Elected
26-03	Nominee for the University Resources Policy Committee	Nominating Committee	*Approved 14 September 2026	Elected
26-04	Nominee for the Student Affairs Committee	Nominating Committee	*Approved 14 September 2026	Elected
26-05	Nominee for Advisor to the Educational Policy Committee	Nominating Committee	*Approved 19 October 2026	Elected

26-06	Nominee for the Community Connection Committee	Nominating Committee	*Approved 19 October 2026	Elected