

SPECIAL MEETING  
FORT WAYNE SENATE AGENDA  
MONDAY  
May 3, 2021  
1:00 P.M., Via Webex

1. Call to order
2. Acceptance of the agenda – B. Buldt
3. Committee reports requiring action
  - a. Faculty Affairs Committee (Senate Document SD 20-47) – H. Di
4. Question time
  - a. (Senate Reference No. 20-32) – J. Badia
  - b. (Senate Reference No. 20-41) – G. Schmidt
  - c. (Senate Reference No. 20-42) – S. Carr
  - d. (Senate Reference No. 20-53) – J. Egger
5. Committee reports “for information only”
  - a. Curriculum Review Subcommittee (Senate Reference No. 20-45) – S. LeBlanc
  - b. Curriculum Review Subcommittee (Senate Reference No. 20-46) – S. LeBlanc
  - c. Curriculum Review Subcommittee (Senate Reference No. 20-47) – S. LeBlanc
  - d. Curriculum Review Subcommittee (Senate Reference No. 20-48) – S. LeBlanc
  - e. Graduate Subcommittee (Senate Reference No. 20-49) – K. Fineran
  - f. Graduate Subcommittee (Senate Reference No. 20-50) – K. Fineran
  - g. Graduate Subcommittee (Senate Reference No. 20-51) – K. Fineran
  - h. Ad Hoc Committee to Investigate Procedural Handling of Allegations of Misconduct in the PFW Women’s Basketball Program (Senate Reference No. 20-52) – S. Buttes
6. The general good and welfare of the University
7. Adjournment\*

\*The meeting will adjourn or recess by 2:15 p.m.

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Attachments:

“College of Engineering, Technology and Computer Science, Promotion and Tenure Documents” (SD 20-47)  
“Question Time – re: Locks on Classrooms” (SR No. 20-32)  
“Question Time – re: ODMA Staffing” (SR No. 20-41)  
“Question Time – re: Stimulus Act Funds” (SR No. 20-42)  
“Question Time – re: Orientation and Registration New Majors” (SR No. 20-53)  
“Theater Department Musical Theater BFA” (SR No. 20-45)  
“Education STEM Proposal” (SR No. 20-46)  
“Organizational Leadership Concentration” (SR No. 20-47)  
“ILCS Proposal for Minor in Professional Spanish” (SR No. 20-48)  
“Education Specialist” (SR No. 20-49)  
“M.S. in Educational Leadership” (SR No. 20-50)  
“Concentration in Human Resource Management” (SR No. 20-51)  
“Spring 2021 Committee Report” (SR No. 20-52)

MEMORANDUM

TO: Fort Wayne Senate

FROM: Talia Bugel, Chair  
Faculty Affairs Committee

DATE: April 14, 2021

SUBJ: College of Engineering, Technology and Computer Science, Promotion and Tenure documents

WHEREAS, Fort Wayne Senate Document 14-36 states that “Purdue Fort Wayne and its autonomous academic units shall establish, within the time frames and by means of guiding principles and criteria established in other documents, procedures for the evaluation of faculty for promotion and tenure”; and

WHEREAS the College of Engineering, Technology and Computer Science has developed its own Promotion and Tenure document to guide the process for tenure-track, tenured, clinical and lecturer faculty; and

WHEREAS the Senate Faculty Affairs Committee has reviewed and approved the above-mentioned document;

BE IT RESOLVED, that the Fort Wayne Senate approve the following Promotion and Tenure document submitted by the College of Engineering, Technology and Computer Science.

<b>Approved</b>	<b>Opposed</b>	<b>Abstentions</b>	<b>Absent members</b>	<b>Non-Voting</b>
Talia Bugel Bin Chen Dong Chen Hui Di John Egger Donna Holland				Marcia Dixson

Senate Document 89-2  
(Supersedes SD 88-37)  
(Amended & Approved, 9/18/1989)  
(Amended, 10/10/1994)  
(Amended, 4/10/2006)

**ETCS Assembly Document 93-94 03**

*(Amended & Approved 9-18-89)*  
*(Amended 11-22-93)*  
*(Amended 3-28-94)*  
*(Amended 2-6-2006)*  
*(Amended 4-6-09)*  
*(Amended 02-09-2015)*  
*(Amended 10-5-2015)*  
*(Amended 2-1-2016)*  
*(Amended 3-14-2016)*  
*(Amended 4-30-2018)*  
*(Amended 4/5/2021)*

**COLLEGE OF ENGINEERING, TECHNOLOGY AND COMPUTER SCIENCE**

**PROMOTION AND TENURE COMMITTEE PROCEDURES**

**A. CAMPUS COMMITTEE**

1. The Assembly of Representatives shall conduct a faculty election by ranked ballot each spring semester for up to three nominees to serve on the Campus Committee. The slate of candidates will include only tenured faculty and promoted clinical faculty of the college. Faculty who applied for Promotion and/or Tenure and received positive recommendation from the chancellor are also eligible. The names of the nominees will be forwarded to the chief administrative officer of Purdue Fort Wayne by the chair of the Assembly of Representatives. When necessary a tie shall be resolved by a simple ballot.

**B. COLLEGE COMMITTEE**

1. The committee shall consist of one faculty member from each department/school in the College, having been promoted to the rank of Associate Clinical Professor, Clinical Professor, Associate Professor or Professor. Members must have prior experience serving at a lower level in the process before serving on the college committee. Clinical Associate Professors and Clinical Professors may serve as voting members for Clinical promotion cases. Only Tenured faculty, Clinical Associate Professors, Clinical Professors, and Senior Lecturers may serve as voting members for Senior lecturers. Members of this committee may not serve consecutive terms. Terms shall be staggered and may not be longer than three years. Individuals prohibited from serving and participating on this committee include:
  - Department/School Chairs, Associate Deans, Assistant Deans, and Deans.
  - Anyone with a Promotion or Tenure case going forward.
  - Anyone serving on the Campus P&T committee.

In addition, the following committee members shall be recused from hearing a particular case:

- Anyone who has shared significant credit for research or creative endeavor or for other work which is a major part of the candidate's case.
- Anyone who has a conflict of interest with the candidate's case.
- Anyone who collaborates with the candidate, if the committee decides recusal is warranted.

Committee members decide if a member should recuse. Next highest administrator decides if administrator recuses. Any recused committee member must leave the room during the discussion of that case. In the case of recusal, the department/school shall have the opportunity to appoint a replacement.

2. Each department/school with a vacant position on the College P&T Committee shall send the names of two qualified faculty, if available, to the Assembly by April 15. The Assembly of Representatives shall conduct a faculty election by voting for one of the two from each required department/school to select the needed committee members who shall serve for their rotating three-year term. The Assembly of representative shall complete their election by April 30. When necessary a tie shall be resolved by a coin toss.
3. The committee shall meet to evaluate and make recommendations on all cases for promotion and/or tenure. A positive vote in the committee shall consist of a simple majority. A tie vote is not permitted and a recommendation is required.
4. As part of the review, the committee shall evaluate how well the process has adhered to the documented procedures to this point and ensure that the candidate has been afforded basic fairness and due process.
5. The review shall include consideration of the basis of the decision made by the Department/School Committee. If the College Committee judges that the Department/School Committee's decision is contrary to the evidence, the College Committee may include consideration of the evidence in the case as it compares to department/school criteria.
6. The committee shall elect a chair from among the elected members. The duties of the chair shall be to run the meetings of the committee, keep the record of discussions for use in writing the committee statement and hold the open votes on each case. The committee's statement shall be a written statement of the decision and the candidate's strengths and/or weaknesses. The committee shall agree to the final written committee Statement. The chair shall communicate the final written committee statement, including any applicable minority report. The final written committee statement for each case shall be delivered to the Dean within three working days of the end of all case deliberations. The recorded vote (totals only) shall be a part of the written committee statement for each case. The letter shall clearly state and explain the recommendation of the committee, including an explanation of agreement or disagreement with the decisions of lower levels. Additionally, the award letter of a faculty member appointed to more than one academic unit shall identify that department/school whose tenure/promotion process shall apply to the appointee. Each decision level forwards a letter only and without attachments.

7. The committee chair shall provide the written statement to the candidate, the chair of the department/school committee, the chair of the department/school, the department/school committee members, and the college committee members, within seven working days after the committee completes its reports on all cases. Candidates may respond in writing within seven calendar days of the date of the recommendation.
8. The deliberations of that committee shall be strictly confidential. Within the confidential discussions of the committee, each member's vote on a case shall be openly declared. No proxies or abstentions are permitted. Committee members must be present during deliberations in order to vote.
9. The College Chief Academic Officer shall review how well the process has adhered to documented procedures and review the recommendation of the lower levels. If the College Chief Academic Officer questions a decision of a lower level, the Officer may review the case based on department/school criteria.
10. Senate document SD 19-13 provides for some exceptions to the College P&T process for promotion to Senior Lecturer. The College committee shall include at least one Senior Lecturer from the college, or if none are available, from another college. Senior Lecturers and other eligible faculty may join an existing college P&T committee for the sole purpose of reviewing cases for promotion to Senior Lecturer.

**C. DEPARTMENT/SCHOOL COMMITTEE**

1. Each department/school shall inform all full time clinical, lecturer, tenured, or tenure-track members of the department/school of all cases for promotion and/or tenure, from that department/school, and provide opportunity for discussion. The department/school committee shall then be formed, and shall elect a chair. The department/school committee shall then be elected according to departmental/school procedures. The majority of the members of the department/school committee shall have the same or higher rank to which the candidate aspires. Clinical Associate Professors and Clinical Professors may serve as voting members for Clinical promotion cases. Only Tenured faculty, Clinical Associate Professors, Clinical Professors, and Senior Lecturers may serve as voting members for Senior lecturers. If fewer than 3 department/school faculty are eligible to serve, the department/school chair/director shall submit to the dean the names of acceptable faculty from other departments/schools. The dean shall appoint sufficient faculty from this list to constitute a department/school committee of 3 to 5 members. No individual with a Promotion or Tenure case going forward may serve on this committee. The following committee members shall be recused from hearing a particular case:
  - Anyone who has shared significant credit for research or creative endeavor or for other work which is a major part of the candidate's case.
  - Anyone who has a conflict of interest with the candidate's case.

- Anyone who collaborates with the candidate, if the committee decides recusal is warranted.

Any recused committee member shall leave the room during the discussion of that case.

2. The candidate must identify the Department/School P&T criteria document used for evaluating the case. This document must have been in effect at some point during the six years preceding submission of the case.
3. The department/school committee shall meet to evaluate and recommend action on the case. All T/TT, Clinical, full-time lecturer faculty in the department may read and provide feedback on the case and submit to committee, before committee is done deliberating, but this does not become part of the case. A simple majority vote in favor of promotion or tenure shall be interpreted as constituting a positive recommendation. The department/school chair shall not serve on the department/school committee, nor participate in meetings.
4. All voting members of the department/school committee shall be tenured faculty (see exception below for promotion of Lecturers). Faculty who applied for Promotion and Tenure and received positive recommendation from the chancellor are also eligible.
5. The committee chair shall communicate the committee's decision. The chair communication shall be a written statement of the decision and the candidate's strengths and weaknesses. This statement shall be provided to the candidate, the next higher level, and all members of the department/school committee, within seven working days after the committee completes its deliberation on all cases. Candidates may respond in writing within seven calendar days of the date of the recommendation. Once the Department/School committee vote and recommendation are made, no information (other than updates) may be added to the case. Each decision level decides if evidence submitted later than the department/school level can be included and reviewed at that level.
6. The deliberations of the committee shall be strictly confidential. Within the confidential discussions of the committee, each member's vote on a case shall be openly declared.
7. The Department Chair / School Director reviews the case based on department/school criteria, reviews how well the process adheres to procedures, reviews committee recommendations, and writes a recommendation letter. This letter should address agreement or disagreement with the committee's recommendation.
8. Senate document SD 19-13 provides for some exceptions to the departmental P&T process for promotion to Senior Lecturer. The department committee should include the department/school's "head for teaching and learning" (i.e., chair of curriculum or faculty affairs committee, a faculty member recognized for teaching excellence), one or more faculty with teaching responsibilities in the same general area as the Lecturer, and one or more Senior Lecturers (if not available from within the department, recruited from another unit). Senior Lecturers and other eligible faculty may join an existing P&T committee for the sole purpose of reviewing cases for promotion to Senior Lecturer.

#### **D. DEPARTMENT/SCHOOL PROBATIONARY REVIEW PROCESS**

- 1 Each Department/School shall have a process for reviewing progress of probationary faculty to tenure and promotion, using annual reviews and reappointment letters. Procedures must be in Department/School documents and approved by the College, and they must adhere to Senate guidelines, as outlined in SD 14-36.

#### **E. APPROVAL OF DEPARTMENT/SCHOOL P&T PROCEDURES & CRITERIA**

- 1 Upon creating or revising P&T procedures, the Department/School shall submit the document to Senate Faculty Affairs Committee for feedback.
- 2 The Senate Faculty Affairs Committee shall forward feedback on P&T procedures to the Department/School and to the College.
- 3 The Department/School shall submit the P&T procedures document to the College P&T Committee for review and approval. The review shall meet all requirements and guiding principles listed in FWSD 14-35, 14-36, 18-15, and 19-13. A simple majority constitutes approval.
- 4 Upon creating or revising P&T criteria, the Department/School shall submit the P&T criteria document to the College P&T Committee for approval. A simple majority constitutes approval.
- 5 The College P&T Committee shall forward its recommendations to the Faculty Assembly for a final vote of approval.

#### **F. APPROVAL OF THIS DOCUMENT BY THE SENATE**

- 1 Approval of this Assembly document follows Senate Document SD 14-36, whereby the document must be approved by the College, the Senate Faculty Affairs Committee, and the Senate.
  - 2 Upon creating or revising these ETCS P&T procedures, the College P&T Committee shall submit the document to the Assembly for approval. Next, the secretary of the Assembly shall forward the document to the Senate Faculty Affairs Committee for feedback. If this committee approves the document, it will submit the document to the Senate for approval. Otherwise, the Senate Faculty Affairs Committee shall provide feedback to the secretary of the Assembly, who will forward the feedback to the College P&T Committee for review and revision (step E.1).

Question Time

I faced a situation this semester where I needed to lock the deadbolt on my classroom to keep out a non-enrolled student who was disrupting my class while we waited for campus police to arrive. The experience left me grateful that I had the option to flip a deadbolt and prevent a possible escalation of the scene. I know there are still many classrooms without deadbolts, unfortunately. When will Building Services complete the project of putting locks on all classrooms across campus? I've not been able to get an answer to this question through conventional routes.

J. Badia



Question Time

I've heard concerning things about staffing in the Office of Diversity & Multicultural Affairs with regard to people being let go or RIFed. Could we get an update on what is happening currently in ODMA and the rationale behind any current actions?

G. Schmidt

Question Time

According to an estimate from the American Council on Education, Purdue University Fort Wayne should get an additional \$18.5 million from the newly passed stimulus act.

1. When will the university make a public announcement regarding the precise amount we will receive?
2. Will Senate have an opportunity to weigh in with recommendations on how that money gets spent, before decisions get reached on how to spend it?

S. Carr

Question Time

Given what we know about the importance of relationship in student retention, and the anxiety that is caused by confusing processes and uninformed answers to questions about the intricacies of degree programs, what is the rationale for faculty advisors in the students' school or department ostensibly being cut out of the process by having limited and last access to their new majors for orientation and registration, including not being given their names prior to their arrival for the one hour that has been allotted to the college and school or department?

J. Egger

**Purdue University Fort Wayne Senate**  
**Ad Hoc Committee**  
**to Investigate Procedural Handling**  
**of Allegations of Misconduct**  
**in the PFW Women's Basketball Program**

**Spring 2021 Committee Report**

This Ad Hoc committee was created after a resolution (Document A below), passed by voice vote on January 25, 2021, charged the Senate with creating an Ad Hoc committee charged with the following characteristics, as laid out in that resolution's "BE IT RESOLVED" clauses:

"BE IT RESOLVED, that the FW Senate immediately sets up an ad hoc Senate committee that will be responsible for fielding confidential reports from athletes while the FW Senate sets up its independent investigation; and

BE IT FURTHER RESOLVED, that this ad hoc Senate committee does not include any current or past members of the Mastodon Athletics Advisory Subcommittee to ensure impartiality; and

BE IT FURTHER RESOLVED, that contact information for members of this ad hoc Senate committee will be made available to all student athletes at PFW; and

BE IT FURTHER RESOLVED, that the FW Senate take the necessary steps to set up or participate in an independent investigation, ensuring that the people involved in the first version of the investigation are not allowed to be voting members of the investigative team; and

BE IT FURTHER RESOLVED, that Senate takes AAUP's suggestion to "conduct an internal investigation led by an independent committee composed of a majority of faculty and academic administrators, and chaired by a faculty member elected by the Faculty Senate. The charge of this committee will be to examine the manner in which the university handled these allegations initially, how it reached its decision to reinstate the women's basketball coach, and whether the university followed its own internal policies as well as those of Purdue University in the handling of both the allegations as well as the investigation;" and

BE IT FURTHER RESOLVED, that the university administration and all athletics staff, including the Chancellor and Athletic Director, make clear to the students that the university does not tolerate retaliation and will protect all students and staff who participate in the investigation by ensuring that all allegations of retaliation will be investigated thoroughly."

Subsequent to the passing of this resolution, the Senate Executive Committee met the resolution's charge by meeting with various parties, including Purdue's Chief Privacy Officer and Deputy General Counsel, Trent D. Klingerman, and PFW Associate Director of Compliance and Title IX Coordinator, Christine Marcuccilli. The

Executive Committee learned that certain legal obstacles prevented creating a committee to meet all charges in the Senate resolution. The Executive Committee issued a February 15, 2021 memorandum (Document B below) that explained these matters and created a specific set of tasks for the Ad Hoc committee to carry out.

The Executive Committee then charged the Senate Nominations and Elections Committee (via a separate February 15, 2021 memorandum (Document C below)) with receiving names of nominees and, when a complete slate of candidates was received, conducting an election. Because the committee received few faculty nominees (initially limited only to Senators, who are limited to serving on four committees), the Executive Committee expanded the scope of faculty who could submit their names to all Voting Faculty as well as up to one administrator with or without Faculty rank (previously any administrative member of the committee was required to have Faculty rank). After this revision, Nominations and Elections received a full slate of nominees on March 22, 2021.

The Committee conducted an election and announced on April 2, 2021 that the following faculty members were elected to the committee:

**Janet Badia** (POLS)  
**Stephen Buttes** (ILCS)  
**Steven Carr** (COM)  
**Michelle Kelsey** (COM)  
**Ann Livschiz** (HIST)

In addition to these faculty members, **Sharon Wight**, Senior Academic Advisor and Assessment Administrator, serves on this committee.

The faculty members of the committee engaged in email discussion regarding who would serve as chair of the committee. Stephen Buttes submitted his name for selection as chair. As no others on the committee wished to serve as chair, he was declared elected as chair of this committee.

In advance of any committee meeting (and with knowledge that the Senate would need to re-approve this committee to complete its work in the next academic year), Stephen Buttes notified the faculty members of the committee in an April 11, 2021 email (Document D below) that outlined some preliminary information gathering that would need to take place before the first meeting of the committee.

In an April 24, 2021 email to the full committee (Document E below), Buttes notified everyone that he created a SharePoint site with all supporting documents he had gathered in relation to this investigation, the initial January 25 resolution creating the committee, the Executive Committee's February 15 charging memo and an initial outline of committee tasks for meeting each of the four charges in the Executive Committee memo. Buttes reminded everyone that the Ad Hoc Committee needed to be re-approved by the Senate in its April 26, 2021 continuance meeting.

The Senate did re-approve the committee (SD 20-45) (Document F below) in its April 26, 2021 continuance.

The Committee will plan to meet to begin engaging with and potentially revising the set of tasks Buttes proposed to the committee and will hope to submit a report to the Executive Committee in Fall 2021.

**Report submitted April 28, 2021 by Stephen Buttes, Chair, Senate Ad Hoc Committee**

**Document A:**  
**Senate Resolution Creating Ad Hoc Committee**

MEMORANDUM

TO: Fort Wayne Senate

FROM: Janet Badia, Ann Livschiz, Steven Carr

DATE: 1/25/21

SUBJ: Senate Oversight in Abuse Allegations Against Coach Nelson

WHEREAS, the article in *Indianapolis Star* on January 20, 2021 and the slow trickle of additional information reveal serious allegations of abuse by Coach Nelson and failures by the university to protect members of the university community;

WHEREAS, evidence in the article suggests the university may have engaged in cover up of the abuse, discreditation of the victims, and coercion of possible victims;

WHEREAS, allegations detailed in the *Indianapolis Star* report suggest that the investigation that was carried out by the university was inadequate;

WHEREAS, the FW Senate has a responsibility to protect PFW staff and students from mistreatment and injustice;

WHEREAS, the FW Senate has a responsibility to ensure that PFW's policies and procedures are followed and applied fairly and consistently;

WHEREAS, a proper and truly independent investigation is necessary, though it may take time to properly organize;

WHEREAS, PFW chapter of AAUP issued a statement on 1/21/21, outlining suggested steps that need to be taken on this matter;

WHEREAS, as long as Coach Nelson, who has serious allegations of abuse against her, and others in positions of power at PFW who may have helped cover up her abuses continue to have power over the young women on or affiliated with the women's basketball team;

BE IT RESOLVED, that the FW Senate immediately sets up an ad hoc Senate committee that will be responsible for fielding confidential reports from athletes while the FW Senate sets up its independent investigation; and

BE IT FURTHER RESOLVED, that this ad hoc Senate committee does not include any current or past members of the Mastodon Athletics Advisory Subcommittee to ensure impartiality; and

BE IT FURTHER RESOLVED, that contact information for members of this ad hoc Senate committee will be made available to all student athletes at PFW; and

BE IT FURTHER RESOLVED, that the FW Senate take the necessary steps to set up or participate in an independent investigation, ensuring that the people involved in the first version of the investigation are not allowed to be voting members of the investigative team; and

BE IT FURTHER RESOLVED, that Senate takes AAUP's suggestion to "conduct an internal investigation led by an independent committee composed of a majority of faculty and academic administrators, and chaired by a

faculty member elected by the Faculty Senate. The charge of this committee will be to examine the manner in which the university handled these allegations initially, how it reached its decision to reinstate the women's basketball coach, and whether the university followed its own internal policies as well as those of Purdue University in the handling of both the allegations as well as the investigation;" and

BE IT FURTHER RESOLVED, that the university administration and all athletics staff, including the Chancellor and Athletic Director, make clear to the students that the university does not tolerate retaliation and will protect all students and staff who participate in the investigation by ensuring that all allegations of retaliation will be investigated thoroughly.

**Document B:**  
**Senate Executive Committee Charging Memorandum**  
**(February 15, 2021)**

M E M O R A N D U M

To: XXX, Chair  
Ad hoc committee of the Fort Wayne Senate

From: Bernd Buldt, Chair  
Executive Committee of the Fort Wayne Senate

Date: February, 15

Subj: Charge to Conduct an Independent Investigation

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As you know, SD 20-34 (which passed on a voice vote January 25) instructs the Fort Wayne Senate to form an ad hoc committee and to charge it with conducting an “independent investigation” into allegations of misconduct by the Purdue Fort Wayne Women’s Basketball Coach and how these were addressed by the Purdue Fort Wayne Administration. Acting on behalf of the Senate, the Executive Committee (henceforth: EC) herewith responds to the charges outlined in SD 20-34, albeit with some with qualifications.

First, SD 20-34 wants the ad hoc committee to “field[...] confidential reports from athletes” and to make “contact information for members of this ad hoc Senate committee [...] available to all student athletes at PFW.” The EC finds that it is unable to fulfill this charge.

The EC arrived at that conclusion after it had received legal counsel from both Christine Marcuccilli, Associate Director of Compliance and Title IX Coordinator at Purdue Fort Wayne, and Trenten D. Klingerman, Deputy General Counsel and Chief Privacy Officer at Purdue West Lafayette. The reason for the decision is that faculty and staff on the ad hoc committee could not guarantee confidentiality as requested by SD 20-34 since they would be mandatory reporters under Title IX. And even if these concerns were addressed by making sure student athletes understood what a suitable qualified concept of confidentiality can and cannot mean in the given context, committee members would still be acting outside their scope of employment (they were not hired nor trained to investigate such matters) and thus exposing themselves to possibly very significant individual legal risks and liabilities without having any protection from Purdue University (see Purdue’s indemnification policy at <https://www.purdue.edu/policies/business-finance/indemnification.html>).



Second, SD 20-34 charges the ad hoc committee with examining:

- (1) “the manner in which the university handled these allegations initially”;
- (2) “how it reached it [sic!] decision to reinstate the women’s basketball coach”; and
- (3) “whether the university followed its own internal policies as well as those of Purdue University in the handling of both the allegations as well as the investigation.”

Since concerns were raised also whether current policies are sufficient for faculty to exercise their responsibilities—in particular the responsibility to be “concerned with the general social, cultural, and practical welfare of all PFW students. Specific non-classroom matters of concern shall include but not be limited to intramural and intercollegiate athletics [...]” (By-Laws, 5.3.4.2.)—the EC wishes to add a fourth charge, namely, to examine:

- (4) whether existing policies are adequate or need to be revised.

We therefore ask the ad hoc committee to do the following:

1. Complete the tasks (1) through (4) listed above.
2. Report to the EC on the outcomes of all four tasks.

While the quality and thoroughness of the investigation should take priority, the EC requests to receive, if not the final report, then an interim progress report in time for the last Senate meeting of the AY 2020-21 in April. This is important since the By-laws stipulate “[a]d hoc committees cannot be carried over to a new academic year without special authorization by the Senate” (5.4.3.). Any decision by the Senate as to whether the investigation should carry over to the next academic year can then be informed by the preliminary report.

We, the members of the Executive Committee, appreciate the work that this may entail, and we are grateful in advance for the commitment that you devote to it.

Sincerely,

Bernd Buldt  
Senate Executive Committee, Chair

**Document C:**  
**Senate Executive Committee Memorandum**  
**to Senate Nominations and Elections Committee**  
**(February 15, 2021; revised March 5, 2021)**

M E M O R A N D U M

To: Suining Ding, Chair  
Nominations and Elections Committee of the Fort Wayne Senate

From: Bernd Buldt, Chair  
Executive Committee of the Fort Wayne Senate

Date: February 15, 2021; revised March 5, 2021

Subj: Charge to help form an ad hoc committee and to help elect its chair

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As you know, SD 20-34 (which passed on a voice vote January 25) instructs the Fort Wayne Senate to form an ad hoc committee and to charge it with conducting an “independent investigation” into allegations of misconduct by the Purdue Fort Wayne Women’s Basketball Coach and how these were addressed by the Purdue Fort Wayne Administration. Acting on behalf of the Senate, the Executive Committee (henceforth: EC) herewith responds to the charges outlined in SD 20-34 and requests the help of the Nominations and Elections Committee (henceforth: NEC).

First, SD 20-34 states that the ad hoc committee will be

(1) “composed of a majority of faculty and academic administrators.”

Combining this with the permission stated in the By-Laws—that the work of an ad hoc committee or subcommittee can be “conducted by a group specially appointed for the purpose”—and thus allowing for one administrator and one staff member to serve on said committee, the EC suggests a size of up to seven committee members:

(2) five senators and/or faculty, up to one administrator with or without faculty rank, and up to one staff person.

Here, the number of senators and/or faculty is mandatory; the other two seats may or may not be filled depending on whether people volunteer or not. When soliciting names of people who wish to serve on the ad hoc committee, NEC should communicate clearly that not everyone is eligible to serve for two reasons. The By-laws stipulate that

(3) “No one may serve on more than four Senate committees and/or subcommittees in a given academic year” (5.1.2.)

and SD 20-34 states that the committee will not

- (4) "include any current or past members of the Mastodon Athletics Advisory Subcommittee."

Moreover, it should also be communicated that according to SD 20-34 voting rights will not be granted

- (5) "to people involved in the first version of the investigation."

Second, SD 20-34 states the ad hoc committee will be

- (6) "chaired by a faculty member elected by the Faculty Senate."

We therefore ask the Nominations and Elections Committee to do the following:

- (a) Solicit names from senators and Voting Faculty who are willing to serve on the ad hoc committee as a member and/or its chair if elected;
- (b) circulate a call among all academic administrators (i.e., administrators who hold academic rank) and APSAC and ask for volunteers willing to serve on the ad hoc committee as a member if elected;
- (c) solicit from CSSAC names of staff persons willing to serve on the ad hoc committee as a member if elected;
- (d) run an election among senators based on a preferential voting system if there are more volunteers than seats;
- (e) run an election among senators to elect a chair from among the volunteers on the ad hoc committee.
- (f) Complete tasks (a) through (e) as quickly as possible but within the limits determined by (1) through (6) above.

Please, find the charge of the ad hoc committee attached. You may want to use it, or parts of it, for the solicitation process.

We would very much appreciate if you could find ways to expedite the process. We are aware that everyone is unduly busy and feel therefore grateful for the time you will devote to this.

Sincerely,



Bernd Buldt

Senate Executive Committee, Chair

**Document D:**  
**Buttes email to Faculty Members of the Committee**  
**(April 11, 2021)**

**Ad Hoc Committee - Beginning Our Work**

Stephen Buttes <buttes@pfw.edu>

Sun 4/11/2021 3:37 PM

**To:** Janet Badia <badiaj@pfw.edu>; Steve Carr <carr@pfw.edu>; Michelle Kelsey <kelseym@pfw.edu>; Ann Livschiz <livschia@pfw.edu>

■ 1 attachments (47 KB)

Charging Memo AdHoc.pdf;

Hi everyone:

I am attaching to this email the charging memo for our ad hoc committee as well as an agenda for our first meeting. I am also attaching the AAUP statement on Faculty oversight of athletics.

We have four tasks charged to us from the Senate (see below), and we need to work pretty quickly since a continuation of this committee would require extension.

So, to facilitate our process, I'm gathering together all the information I have. I am creating an initial summary of what we know in terms of allegations prompting the 2019 investigation (which, as I read documents, looks like it might actually be two investigations (an athletics investigation in "late 2018/early 2019" that prompted "an additional review" from the Office of Institutional Equity [not clear, but questions are prompted by reading the official university statement on this]) and other pertinent timelines.

I'm also going to create a summary of our institutional processes, particularly the senate governance bodies and what minutes are available from the Mastodon Athletics Advisor Subcommittee and its parent committee, the Student Affairs Committee.

Once I have these documents created early this week, I will send them for your review and will schedule our first meeting.

Thanks,

Steve B.

Second, SD 20-34 charges the ad hoc committee with examining:

- (1) “the manner in which the university handled these allegations initially”;
- (2) “how it reached it [sic!] decision to reinstate the women’s basketball coach”; and
- (3) “whether the university followed its own internal policies as well as those of Purdue University in the handling of both the allegations as well as the investigation.”

Since concerns were raised also whether current policies are sufficient for faculty to exercise their responsibilities—in particular the responsibility to be “concerned with the general social, cultural, and practical welfare of all PFW students. Specific non-classroom matters of concern shall include but not be limited to intramural and intercollegiate athletics [...]” (By-Laws, 5.3.4.2.)—the EC wishes to add a fourth charge, namely, to examine:

- (4) whether existing policies are adequate or need to be revised.

**Document E:**  
**Buttes email to Full Committee**  
**(April 24, 2021)**

## **Senate Ad Hoc Committee on Allegations**

Stephen Buttes <buttess@pfw.edu>

Sat 4/24/2021 5:50 PM

To: Janet Badia <badiaj@pfw.edu>; Steve Carr <carr@pfw.edu>; Michelle Kelsey <kelseym@pfw.edu>; Ann Livschiz <livschia@pfw.edu>; Sharon Wight <wighsl01@pfw.edu>

Hi everyone:

I've just created a SharePoint site for our committee and have added all of you as members.

There you will find a lot of documents I've been collecting. But the main thing I'd like you to take a look at is the resolution creating our committee, the Senate Executive Committee's charging memo and the plan of work I'm proposing for us in order to meet these charges.

These three documents are located in the first folder on the SharePoint site: [☐ 01 - Ad Hoc Committee Charge and Plan of Work](#)

The Senate needs to vote to extend our committee into the new academic year since we are ad hoc. This may happen on Monday, or it may happen at a special Senate meeting in May, which I've heard may take place if we do not make it all the way through the agenda in Monday's continuance.

If our committee is extended into the next academic year, I will send out a Doodle poll to have our first meeting to determine a more concrete calendar of getting the various tasks completed so that we can write our report.

In the meantime, you'll see on the SharePoint site a folder I've created for agendas, minutes and working documents (currently empty since we don't have any of these) and a folder with supporting documents, where I've tried to collect as many pertinent things as I've been able. It's a little messy right now, but I will clean it up once we get working (assuming we are approved to do so).

Let me know if you have any suggestions for clarifying the plan of work, improving it or oversights I've made.

Hopefully the Senate will approve the extension of our committee so that we can engage in this work in full.

Thanks, everyone!

Steve Buttes

**Document F:  
SD 20-45**

Senate Document SD 20-45

M E M O R A N D U M

To: Fort Wayne Senate

From: Bernd Buldt, Chair  
Executive Committee of the Fort Wayne Senate

Date: March 31, 2021

Subj: Request to re-authorize the ad-hoc committee established by SD 20-34 for the next AY

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WHEREAS Senate voted to create an Ad-hoc Senate Committee to examine questions and investigate issues that emerged when faculty learned about allegations of abuse surrounding the Women's Basketball team; and

WHEREAS the Executive Committee (EC) immediately acted upon the resolution, made preparatory inquiries, then wrote a charge for said committee and asked Nominations and Elections Committee (NEC) to populate the committee February 15; and

WHEREAS the NEC was able to populate said committee only after its composition had been changed by the EC March 5; and

WHEREAS for the reasons mentioned above the ad-hoc committee is unable to submit their final report in time for the last meeting of Senate in April of 2021 and can therefore be expected to have to continue their work in the fall of 2021; and

WHEREAS, Bylaws 5.4.3 states that an "Ad hoc committees cannot be carried over to a new academic year without special authorization by the Senate;"

BE IT RESOLVED that Senate authorizes the ad-hoc committee formed as per SD 20-34 to continue their work in the AY 2021-22.

**Approved**  
Bernd Buldt  
Hui Di  
Peter Dragnev  
John Egger  
Ann Marshall  
James Toole  
Nash Younis

**Opposed**

**Abstained**

**Absent**

**Non-Voting**  
Craig Ortsey