

Second Meeting
Monday, 21 October 2024, 2:30 p.m.

Zoom Meeting

AGENDA

1. Call to order Professor Susan South

2. Statement of Land Use Acknowledgement Professor Susan South

3. Approval of [Minutes of 9 September 2024](#)

4. Acceptance of Agenda

5. Remarks of the Senate Chair Professor Susan South

6. Remarks of the President President Mung Chiang

7. Question Time

8. [Résumé of Items Under Consideration by Various Committees](#) For Information
Professor Elizabeth A. Richards

9. Consent Agenda For Action
Nominating Committee
 - a. Senate Document 24-01 Nominee for Faculty Affairs Committee

 - b. Senate Document 24-02 Nominee for University Resources Policy Committee For Action
Nominating Committee

10. Senate Document 24-03 Resolution for Voting Facilities and Time on Campus For Discussion
URPC

11. PERA Presentation from Research and Partnerships For Information
Vice President Karen Plaut

12. Hiring and Recruitment (continued)

For Information
Vice Provost Sunil Prabhakar

13. New Business

14. Adjournment

Second Meeting
Monday, 21 October 2024, 2:30 p.m.

Zoom Meeting

Present: Joseph W. Camp Jr. (Secretary of Faculties and Parliamentarian), President Mung Chiang, Susan South (Chair of the Senate), Mark Zimpfer (Vice-Chair of the Senate), Patrick Wolfe (Provost), Se'Andra Johnson (Sergeant-at-Arms), Dulcy Abraham, Ryan Alan Altman, Arezoo Ardekani, Santokh Badesha, Saurabh Bagchi, Andy Baker, Afsan Bhadelia, David Blon, Lisa Bosman, Ali Bramson, Tom Brush, Stephen Cameron, alt. Risa Cromer, Xingshan (Shawn) Cui, Dan Cziczco, Patricia Davies, Brian Dilkes, Vince Duffy, Jim Dworkin, Ulrike Dydak, Abigail Engelberth, Mara Faccio, Alex Francis, Greg Francis, Geraldine Friedman, Yi Gao, Lori Hoagland, alt. Beth Hoffmann, Sarah Huber, Whitney (Yu) Huidan, Morgan Hynes, Katie Jarriel, Hyunyoung (Young) Jeong, Alice Johnson, Bhagyashree Katare, Kee-Hong Kim, Cheng-kok Koh, Kiseop Lee, Brian Leung, Damon Lisch, David Liu, Yuli Lyanda-Geller, Ryan Manuel, Stephen Martin, Seema Mattoo, Byung-Cheol (BC) Min, Somosmita Mitra, Patricia (Trish) Morita-Mullaney, Paul Mort, David Nalbhone, Robert Nawrocki, Abdelfattah Nour, Tae Hong Park, Darryl Ragland, Padinjaremadhom (PV) Ramachandran, Julio Ramirez, Sebastian Murgueitio Ramirez, Elizabeth Richards, Brian Richert, Torbert Rocheford, Chris Ruhl, Mark Russell, Antônio Sá Barreto, Dennis Savaiano, Jennifer Scheuer, John Sheffield, Michael Smith, John Sundquist, Howard Sypher, Mohit Tawarmalani, Sasha Tsymbaliuk, Kim Updegraff, Anish Vanaik, Rua Williams, Christina Wilson-Frank, Bowei Xi, Howard (Howie) Zelaznik. **Advisors:** Eric Adams, Melissa Franks, Cherise Hall, Sheila Hurt, Lisa Mauer, Beth McCuskey, Sunil Prabhakar, Jenna Rickus, Alysa Rollock **Guests:** John Gipson, Ian Hyatt, Dimitrios Peroulis, Karen Plaut, Steven Schultz.

Absent: Jonathan Bauchet, Ximena Bernal, Charles Bouman, Françoise Brosseau-Lapré, Sabine Brunswicker, Min Chen, Julia Chester, Eugenio Culurciello, Alejandro Cuza, Ben Dunford, Brent Jesiek, Nastasha Johnson, Stacy Lindshield, alt. Karen Marais, Stephanie Masta, Loring (Larry) Nies, Jason Packard, Li Qiao, Joseph (Paul) Robinson, Gustavo Rodriguez-Rivera, alt. Kali Rubaii, Steven Scott, Marisol Sepulveda, Kevin Stainback, Ganesh Subbarayan-Shastri, Dengfeng Sun, Rusi Taleyarkhan, Monica Torres, Patrick Zollner. **Advisors:** Heather Beasley, Chad Cahoon, Michael Cline, Lowell Kane, Carl Krieger, Katherine Sermersheim.

1. Quorum being established, the meeting was called to order at 2:32 p.m.
2. Chair Susan South 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 9 September 2024 Senate meeting were entered as read.
4. The agenda was accepted by general consent.
5. Chair South began her remarks [[Appendix A](#)].

“We are almost two weeks from our quadrennial exercise in civic participation, the national election for President of the United States. During today's Senate meeting,

we will consider a resolution that would require on campus day of voting for every national election. I'm heartened by today's email to the campus community that, quote, the University is committed to offering West Lafayette campus facilities as voting site choices for all future election cycles.

So during my remarks, I will consider the importance of citizenship on a college campus. America is among the world's oldest, modern democracies, yet is unique among industrialized higher income democracies for having one of the lowest turnout rates in national elections. Approximately 62% of the voting age population in the U.S. votes in national elections. For comparison, 78% vote in Belgium, 76% in Australia, and 69% in Germany. Experts point to a few key reasons for this low percentage, including reliance on individual voter registration, voter ID requirements, and polling place accessibility.

The 2020 election had one of the highest voter turnouts of any national election in more than a century, perhaps because states increased the ways and the times when the electorate could vote because of the COVID pandemic. Not surprisingly, when you make it easier to vote, citizens take advantage. In the chart on this slide, you can see the percentage of the electorate who voted over the last almost 30 years, divided by age groups. At every time point in this chart, the group with the lowest percentage voting were the ages 18 to 29 group. And this is different across different generation. Why are your youngest citizens the least likely to vote, even though they arguably have the greatest stake in our national elections? Political researchers have offered different hypotheses for the phenomenon, and they often point to voter apathy and distrust in politics in our electoral system.

Can we, as a college community dedicated to education, decrease that apathy by demonstrating the importance of voting, and giving our students the tools to participate fully in our democracy? Colleges have come under attack as of late from both the conservative right and the liberal left. Indeed, in this state, the legislature recently passed a law that requires post-tenure review to ensure intellectual diversity in the classroom. This law was a solution in search of a problem. The sponsor of the bill might've taken more time to talk to his neighbors and constituents about what it is like to go into a college classroom and share subject matter knowledge free of any political biases. But the fact that a pass should not make us as an academic community shy away from encouraging political participation in our students. The former president of this institution was invested in every Purdue undergraduate, knowing about the privileges and responsibilities of citizenship. Next slide please.

I have been focusing on our students, but please do not think I have forgotten the other members of our community. The faculty, staff, and administration also benefit from on-campus voting. These tireless and hardworking individuals would benefit from the availability of a polling place at their place of employment, from encouragement in all flexibility to vote, and being provided all possible information to make an informed decision. Why not have Purdue host debates for local and statewide offices here on campus? Why not assist our community with registering to

vote? It is the definition of the land-grant mission for Purdue to be a center for civic duty and opportunity.

Over the past several weeks, I have heard from numerous parents, alumni, local constituents, local representatives of national political parties, the American Civil Liberties Union, and the League of Women Voters in support of on campus day of voting. In the email received by our community today, it was noted that the walk to the voting center at City Hall is two minutes longer than the Co-rec, and both buses and golf carts will be available for students. This is a great start, but we can do more.

Any hurdle between a person and a polling place, reduces their likelihood of voting. On behalf of Senate leadership, I stand prepared to help reduce hurdles, work with local elections board, ensure on campus day of voting, and encourage our students, faculty, and staff, to take advantage of all manner of our voting to participate in our civic right. To all members of our Purdue community, I encourage you to vote. And with that, I will turn it over to the president.”

6. President Chiang presented his remarks.

“Hello. Chair South, thank you, and thanks to all members of the Senate, and I am currently participating at a national meeting right now. So you see this weird backdrop there. It is almost gold and black, the curtain color, not quite. I am going to try to paint it before I leave the hotel. So I want to first echo what Chair South just highlighted. And we all appreciate the Senate's support of the University's application for voting sites on any voting day on campus to the county board.

Now, I want to leave sufficient time also for the deep dive, but I want to highlight some of the ongoing support for research. Last time we talked quite a bit about student experience, and indeed, as the fall semester goes on full swing right now, we appreciate all the continued hard work of faculty, staff, students, neighbors, and alumni on each and every day from operation to teaching and learning to engagement.

Now, to research as well as EVP for research, Professor Karen Plaut is going to expand, just like Professor Dimitri Peroulis did last time, as part of my remarks that we have an outstanding set of initiatives to support the outstanding faculty and researchers we have on campus. Last year, upon hearing the thoughts and suggestions from many faculty colleagues, we quickly expanded SPS staffing level by 25% and purchased close to \$10 million of new software to make the life of faculty in writing proposals and administering proposals much easier. This new PERA system is now in effect. Some adjustment process aside, we believe that this will save time, this will enhance productivity, and this will also save staff and faculty headaches in understanding, for example, Where is my proposal sitting right now, and how long has it taken? How long will it take? So it is a little bit like getting a new knee. The first few

days may feel a little odd, but we believe that over the long run it is going to be doing wonderful things for our research enterprise.

Secondly, chronologically that is, not in order of importance per se, we also listened to the town hall of faculty colleagues about a year ago now, related to life science research facilities. And we agree that much can be provided to enhance those research facilities. So with the Board's approval, we are now putting forward a plan for a new \$160 million research facility, the Life Science Interdisciplinary Research Building, which will also be the number one priority in the bi-annual request to the state legislature. It has been a while since a research facility has been the top priority in our state legislature request for capital projects. And of course, we hope that the legislature will favorably consider this top priority request. And because of that new facility coming up, we will have also space for major renovation for four colleges, and their respective four departments related to chemistry.

As a land-grant institution, we have a proud tradition of having multiple departments in different colleges related to chemistry. And we understand that they have a need for an upgrade to their research facility for a while, and we would like to fulfill that need coming up as part of this overall facility investment.

And thirdly, for those who are not experimentalists or require large footprints of labs, we have also been rolling out initiatives and incentives to encourage book publications as one of the many different varied ways of scholarship, including supporting faculty to take the time to finish what they have been writing, perhaps for years, such as a manuscript. These could be research monographs, it could be textbooks based on your lecture notes, it could be fiction, nonfiction, it could be all kinds of books. And coming up, there will be some additional incentives and support mechanisms, knowing that even in this day and age where books may not be fully appreciated by everyone in society as before, we do appreciate scholarship reflected and embodied in books, and we want to support our faculty to do that.

One more item is the importance of supporting our faculty for internal and external awards. I hosted dinner in my home for a teaching award with recipients, research award recipients, engagement award recipients, and inventors. These are awards we provide internally within Purdue. But then, of course, there is stiff competition with many other faculties and universities throughout the country for national awards. I tend to believe, I am biased, that Purdue faculty should be receiving a much larger share of these competitive national recognitions in their respective professional societies, more than we have so far. We are often very humble, and that spirit of humility at Purdue in the Midwest sometimes hinders us in getting the appropriate well-reserved recognitions to our faculty. So we need a concerted effort at departmental level, college level, and the university central level, and we are going to double down on the effort.

We recently started in the Provost's office, working with deans and heads to support nominations of our own colleagues for national award competitions against other universities and faculties. Not that different from athletic competition, frankly. It is

not easy to win, but we will not be winning our fair share if we do not put the best foot forward internally. So whether your research is a single authored book, or it involves a 30 PhD student experimental facility with many co-PIs, it does not matter. If you are engaged in active research of different kinds, we want to support you. As you may have noticed if you attend or watch, the Public Board of Trustees meeting, starting last year, we have added with the board chair's approval a segment thanking our faculty colleagues, both in the sponsored research projects, but also in national recognition, independent of research dollars altogether.

And we have added another segment of giving 10 minutes of public podium during this public streamed meeting to a recent inductee to a national academy of some discipline, so that they can share their research work, but also teaching, learning, and engagement, as well as with the trustees and the public and the media. So there are many other ways we want to support you, and I know that Karen, either immediately now, or soon after, will complete my report by going into further depth. I want to thank her and her office. There are many reasons to appreciate our staff, and I know a lot of EVPR office staff work extremely hard to handle the volume and the demand for the office's tasks, so want to have a shout-out to them.

I will rotate the shout-out each month at this University Senate meeting, to other faculty and staff colleagues as well. So with that, I am going to turn it back to chair South or to the Provost, as, Chair, you see fit.”

Chair South thanked President Chiang and invited Provost Wolfe to provide remarks.

Provost Patrick Wolfe: “Thank you. I am not sure I have too much to add. I mean, in the same vein as was just mentioned, we will be continuing some programs from Karen's office, supporting faculty members who are working on publications. We all know how hard it is to finish off a book project, and we already have some programs in place to help with that, but we will be really augmenting those programs, so watch this space shortly. And we have really stepped up the number of nominations for external awards that has been through a team that Sunil has built in my office. And I think, probably the biggest thing learned from the past year is, we are very, very far from the ceiling on awards. As Mung mentioned, we are a little bit humble and it is a wonderful attribute, but occasionally it is a double-edged sword, and I want us to be every bit as humble internally, but externally we really ought to be singing our colleagues' praises to the wider world. And that is really starting to ramp up. And again, I expect you will see even more support for that. So if you have colleagues in mind who are doing fabulous jobs, please let us know, let Sunil know. We will make sure to bring all the resources of the University to bear to nominate great folks for great national awards. So really, again, books on one hand and awards and recognition on the other, we are here to help and we're very excited about that. That is something that all of us in University leadership have talked about quite a bit. So I suspect you will hear even more of the same from Karen, either now or a little bit later. Let me stop there. Thank you.”

7. The answers to pre-submitted questions were posted to the Senate website [\[Appendix B\]](#). Chair South opened Question Time.

Chair South: “We are going to move to question time. The answers to questions that were pre-submitted by Senators have been posted to the Senate's website. We have a short amount of time for questions from the floor, and I see one from Senator Zelaznik. You are recognized.”

Senator Howard Zelaznik: “Hi, thanks. This is a quick question that will probably need to be answered offline for the Senate, but I noticed that we now rent or use the University parking garages during a Purdue football game, and the charge is \$30. As athletics is supposedly financially independent from the University, how much does athletics pay for the renting of those parking garages, or how was the \$30 fee split? And I am sure no one has that information off the tip of their fingers, but if you can provide it to the University Senate, that would be greatly appreciated.”

President Chiang: “Thank you for the question. We certainly will provide the answer to you, but I do not know, if my colleagues right now online may have, or not have, some hint at the answer, either Patrick, who as Provost, have been working with Mike Cline SVP for AO, or Chris Ruhl as the University CFO, if you may have some info you could already share now at the tip of your fingers, or not.”

Provost Wolfe: “I do not know the full answer, Howie, but I will tell you, we certainly, would have seen last year and again this year, we readjusted so that anybody who needs to be in the office on the weekends or other times, and needs those spaces, can effectively send me the bill. So I mean, not me personally, but you know what I mean. My office has been picking up the charges where needed, but I do not know off the top of my head how the fee split works. Probably colleagues from facilities or finance, if they are not on right now, I know we can get an answer on that later. But thank you, it is a fair question.”

President Chiang: “Well, Provost, this might be the best news so far at the meeting, send you the bill. And you said personally, or no, not personally?”

Provost Wolfe: “No, you definitely did not mishear me.”

President Chiang: “Okay. All right. Well, but in any case, send you the bill.”

Chair South recognized Treasurer and CFO Chris Ruhl.

Treasurer and CFO Chris Ruhl: “We will get you the information. I did not want to give you the wrong answer, so let us do a little bit of research on how that split works.”

Chair South, President Chiang, and Vice President Karen Plaut agreed to have VP Plaut’s PERA presentation occur as placed on the current Senate Agenda. Question

time closed and Chair South recognized Senator Libby Richards to deliver the Résumé of Items under consideration by the various Senate Standing Committees

8. Professor Richards, Chair of the Steering Committee presented the Résumé of Items (ROI) under consideration by the various Senate Standing Committees [[Appendix C](#)].

The Standing Committee Chairs presented their respective ROIs to the Senate. Chair Richards closed with the following remarks: “I would like to quickly thank the committees for updating their Résumé of Items. I will keep saying it until you have it memorized, but it is very important for us to keep the Résumé of Items up to date so all committees can ensure they know what other committees are working on. It's a great way to know of opportunities for collaboration or overlap. So thank you, thank you.”

9. A Consent Agenda was presented to the Senate consisting of:
 - a. [Senate Document 24-01](#) Nominee for the Faculty Affairs Committee
 - b. [Senate Document 24-02](#) Nominee for the University Resources Policy Committee

Chair South reminded the Senate that a Consent Agenda allows a body to group items together that are likely to be uncontroversial or to require little discussion and decide them all at once. If any member requests that an item from the Consent Agenda be pulled out for individual discussion, that request is granted without debate. There were no nominations from the floor and no requests to pull an item from the Consent Agenda. The Consent Agenda was approved by general consent.

10. Professor Lori Hoagland, Chair of the University Resources Policy Committee (URPC), presented for Discussion [Senate Document 24-03](#) Resolution for Voting Facilities and Time on Campus.

Professor Hoagland noted that the URPC voted to endorse Senate Document 24-03. “As you know, the next national election is coming up soon, on November 5th. And while the Administration did work with the county to provide a brief period for early voting on campus in this election cycle, we do not think this space and time is sufficient to address the needs of all our students, staff, and faculty. Considering this, we want the Purdue Senate to send a strong message. The access to adequate voting is important, and we will not let this deficit occur again. Therefore, I move that the Senate suspend the rules and adopt SD 24-03 today.”

Chair South reminded the Senate that our parliamentary authority allows the main motion to be combined with the motion to suspend the rules. Approval or amendment of this combined motion requires a two-thirds majority vote when the question is put. The combined motion was seconded, and discussion occurred prior to the vote.

Professor Hoagland emphasized the importance of Purdue ensuring the development of educated, civically engaged citizens. To that end, it is important to be able to cast

a ballot in national elections. As many of our students do not have cars, it can be difficult to get to the polling place. Parking can also be difficult. Hence, there is a strong need for a polling place on campus. The Purdue Administration ensured that access in the past but was not able to do so for this election cycle. The URPC members endorse SD 24-03, which requires the Administration to assure adequate access and time for all students as well as a call for no quizzes or exam on voting day. Finally, if the university cannot accommodate time and space, SD 24-03 calls for classes to be canceled on election day to allow students, faculty, and staff to participate in this important aspect of civic engagement.

The discussion period began with Past Senate Chair Brian Leung mentioning that he serves as an election poll volunteer and enthusiastically helps people find ways to vote. He had two questions/points and wondered if the committee members had conversation on these issues.

- The document seems focused on the West Lafayette campus and does not consider the Indianapolis campus, and he asked if that was an oversight. He suggested we need to account for our students, staff, and faculty at our complete campus.
- He noted that once students graduate, they will have jobs that will not be minimized on voting day. How is the workday on campus different from the future workday off campus?

Professor Hoagland suggested that it was an oversight and the URPC members had Not meant to exclude other Purdue campuses. It was intended to cover the entire University. She noted that his second point was a good one and that the committee members had considered what other universities were doing to encourage civic engagement. They decided to focus on what can be done at Purdue to make it easier to vote. She acknowledged that the students will have challenges moving forward in their jobs.

Professor Zelaznik noted that various states across the country give workers time off to vote. However, he does not know if Indiana requires time off for workers to vote.

Vice Chair Mark Zimpfer questioned the last sentence of the resolution that referred to an adequate number of sites for voting. “Does this refer to all students, staff, and faculty, or the entire campus, or just registered voters?” The last sentence seems overly broad, and it would be hard to police its suggestions.

Professor Hoagland responded that it would take time for the Administration to determine the number of registered voters on campus and what facilities, space, and time are required to support the voters. She suggested that the few hours allotted for early voting this year are below what are needed to support our voters. She agreed that City Hall is close, but there are often long lines. The URPC members believe that more space is needed to support our students.

Past Chair Leung noted that the training for the upcoming election has been done. The poll volunteers have their assignments. He cannot speak for the County, but

given these facts, he cannot imagine that the Election Board would be able to set up a polling place on campus in time for the election.

Professor Paul Mort suggested there were some data from past elections. In contrast to the trend of lower voting turnout, the past few elections have seen increases in turnout on the Purdue campus. These data can serve as a starting point that the County Board of Elections can use to plan and set up the resources that are needed. This time, which seems to have fallen through the cracks.

Past Chair Leung proposed the following amendment to the first sentence of the resolution:

- Change “The University will work with the County Board of Elections” to “The University will work with the County Boards of Elections.”

This change will allow inclusion of the Indianapolis campus. However, it will not include the Northwest or Fort Wayne campuses as they have their own frameworks for this matter. His motion to amend the resolution was seconded by Professor Hoagland. After a brief discussion to clarify the amendment, it was approved by general consent.

Following approval of the amendment, additional discussion of the motion of suspending the rules combined with the main motion occurred.

Vice Chair Zimpfer expressed concern that the wording of the resolution does not make it clear if it is the University that is stating that no quizzes or exams will be held on election day or whether faculty will be able to make that decision. He wanted to know what background discussion occurred for that part of the document.

Professor Hoagland stated that the resolution is a compromise based on looking at what other universities have done to make election day a day off for voting. Although it is beyond what is needed to advocate for this campus, the URPC members wanted to strongly encourage faculty to make time and space by eliminating the requirement for quizzes and exams. The URPC members did not discuss whether it would be from the University or if faculty members could make the decision on their own. She suggested that SD 24-03 would strongly encourage faculty to support their students by not offering quizzes and exams on election day.

The discussion ended and the question was put. Vice Chair Zimpfer asked that a poll be used for voting rather than asking for approval by consent. His request was honored, and a poll was run for the vote on the main motion combined with the motion to suspend the rules. The combined motion passed with 81% in favor of SD 24-03.

Following the vote, Chair South recognized Vice President Karen Plaut who presented an update on the activities of the Office of Research including information about PERA.

11. Vice President for Research and Partnerships Karen Plaut presented an update from the Office of Research [[Appendix D](#)].

Vice President Plaut noted that her presentation was broader and would cover more than information about PERA. She emphasized that her office is here to help faculty succeed in scholarship including help with submitting proposals, assisting with grant opportunities, finding colleagues, getting involved with Purdue's initiatives, working with industry, communicating with external audiences, introducing faculty to Federal agencies, and ensuring the work complies with Federal guidelines. Her office wants to reward success.

Some of the recent initiatives include:

- An increase in staffing of 25% for SPS
- \$6 million Lilly Endowment investment for the Gautschi AI Supercomputer
- Additional investment for research awards above \$5 million
- \$10 million for the PERA project
- Other initiatives listed in her PowerPoint presentation

Between 2023 and 2024, our proposals increased by 17% and the dollar amount by 53%. This is a large increase in the proposals submitted and the funds requested. Our current active research portfolio is \$3.1 billion. That is an increase of 39% over the last five years. New awards total \$647 million in FY 2024 compared to \$320 million in 2013.

Purdue has a diversified research portfolio with most of the funding (69%) coming from Federal agencies. Business, non-profit organizations, state and local governments, and other sources account for the remaining 31% of funding. The Department of Defense has provided the largest increase in funding at 19% of the total research portfolio. Our funding from business and non-profit organizations is more than most universities' funding.

Purdue has Master Agreements with many companies, and these are identified in the presentation. From 2012 through 2023, the companies provided \$184+ million in funding. The Master Agreements facilitate collaborations with the companies.

Federal compliance occurs behind the scenes and is an important part of the research portfolio. Many faculty members have interacted with the Office of Research on compliance matters. These include non-disclosure agreements, contracts, material transfer agreements, data use, almost 3,000 of these agreements as well as almost 4,000 human subject reviews each year. There are many animal care and use agreements, conflict of interest agreements, and export control agreements. Export control agreements have increased due to additional Federal regulations around technology exports.

The Federal rules concerning compliance have bipartisan support and are changing rapidly. This requires training to ensure research compliance. The Federal government is more concerned than ever about sharing federally funded research results and technologies with certain countries. This is a paradigm shift, and VP

Plaut's office is asking everyone to take the research training that her office provides. Her office's training takes about 30 minutes for NSF grants compared with over three hours for the NSF training program. This saves time for researchers.

As a national university, Purdue is concerned about economic and national security. Some view this in terms of national defense alone. However, it should include advancing life and health sciences, such as our new One Health Initiative. It also includes saving energy and protecting the environment which are necessary for a sustainable future. Modernizing our infrastructure is important and recent events in North Carolina and Florida illustrate this importance.

Data science and AI are increasingly important as our world changes, and these are important parts of our portfolio. We view it as physical AI, which is we call bytes meet atoms and how the technologies impact our physical world.

The last area of focus is feeding the world. As a Land Grant institution, Purdue has an obligation to ensure that everyone has food to eat. This is very important for economic and national security. VP Plaut finds it interesting that many military people understand this point as an important part of national security. Unfortunately, some areas of our country do not have food security.

The Purdue research ecosystem consists of three boxes; the Colleges, the Institutes and Centers in Research Park, and the Purdue Applied Research Institute (PARI). In this ecosystem two important aspects are scholarship and commercialization.

VP Plaut focused on the Institutes and Centers and the PARI. The Centers and Institutes work together in interdisciplinary research involving various disciplines. This includes researchers from various Colleges. Some of the research occurs in physical facilities while some Institutes and Centers do not require physical facilities.

PARI has opened new research partnerships which differ from classical partnerships. It is an agile platform for applied research. It has a different funding model and uses many different technologies. A PARI example is the Hypersonics and Applied Research Facility (HARF) and the HYPULSE shock tunnel located in the HARF. This facility is important for the defense industry. PARI provide opportunities for faculty doing applied research and additional examples are illustrated in VP Plaut's presentation.

In pursuit of research excellence, VP Plaut listed several initiatives to help researchers:

- New AI tools
 - Scite.ai, IThenticate 2.0, Proof-fig, Rohan
- Celebrating Faculty Excellence
 - Aday, McCoy, Bement, and \$1M Acorn Awards
 - Faculty Enhanced Research Appointment Program
- Incentivizing books and review papers
- SPARK Program for large proposals

- New NIH and training program grant support (reinstated)
- Large and Small Equipment program (reinstated), [information on website](#)
- Research Speaker Training Platform

These initiatives are designed to reduce the burden on faculty to enhance their productivity. Considering one of the above, review papers are important as they bring new ideas into a field of research. Review papers do garner many citations and citations are an important metric for Purdue. Faculty members who have used the Speaker Training Program have enjoyed it and have learned how to better explain our research to lay audiences.

VP Plaut's final focus was on the Purdue Electronic Research Administration (PERA) tool that will finish rolling out on the 7th of November, as COEUS is going away. Currently, the following modules are active:

- Grants
- Agreements
- IACUC
- Research Account Dashboard

So far, PERA is working well, and she believes faculty are enjoying using it. It is easy to navigate and there are many training tools available on the [training website](#) (which requires Career Account login). She encouraged faculty to reach out to her office if they encounter any problems. Things that were done manually in the past will not have to be done in that way and it will save time as an integrated system.

PERA Support:

<https://pera.research.purdue.edu/help>

perahelp@purdue.edu

Following her presentation, VP Plaut entertained questions from the floor.

Chair South thanked VP Plaut and asked her for clarification about the \$3.1 billion figure and the \$647 million figure. VP Plaut explained that the \$3.1 billion figure is the current active research portfolio while the \$647 million figure is for the grants funded in the last fiscal year.

Chair South then inquired about the increase in SPS staff. VP Plaut said the increase was 25%, but she does not have the exact number. In answer to a question from Vice Chair Zimpfer, VP Plaut stated that the increase in staff occurred last fall. Although the staff increased 25%, the portfolio increased 30%, so the workload did not decrease per individual. The increase was approved in January 2023 when President Chiang took office. Vice Chair Zimpfer noted that the metrics suggest the staff increase is helping faculty drive research. VP Plaut agreed.

Professor Paul Mort asked if there was any interest in creating a breakdown between applications and licenses regarding intellectual property metrics. VP Plaut did not have the number of applications but estimated the number of patents as about 620. We are number four in the country after MIT, the UT System, and the UC System. The latter two systems include all Texas and California system institutions. Purdue alone is fourth.

Past Chair Leung inquired about the length of time it will take to determine if the PERA system is working. VP Plaut said we should not look before three months have passed. She thinks we will have most of the bugs worked out in three months. She still thinks this integrated system is working as the organization is clear and all the different pieces of contracts and grants are related. There is also a dashboard that can be used to determine progress. She expects that there will be bugs when the remaining modules are activated. We are working with Huron Consulting as they are creating a module for export control. They do not currently have a module and the fact that the government export control regulations seem to change all the time will probably be the next hurdle.

Professor Mort asked if patent licensing is correlated with the higher percentage of funding from business and non-profit organizations. VP Plaut said that she quoted the number of patents, not licenses. She does not have the number of licenses as that is in the PRF portfolio. She thinks we are doing better getting the word out about our patents. She hopes we get research because of our licenses, but she does not necessarily think they are related. We also have more start-ups coming through Purdue Innovates.

Professor Dilkes noted that Huron Consulting has been associated with several very high profile, higher education disciplinary closings over the last year including one at UConn in the last few days. He wondered if we should be looking at this as a means of closing programs at Purdue. VP Plaut was not certain she understood the question as Huron is merely building out a system for us and not consulting on academic programs.

Chair South asked if the \$3.1 billion portfolio included direct and indirect funding. VP Plaut stated that it includes direct funding and is the active portfolio. VP Plaut finished by encouraging faculty to reach out to her with any questions.

12. Vice Provost for Faculty Affairs Sunil Prabhakar Hiring and Recruitment (continued). [\[Appendix E\]](#).

Chair South noted that the Steering Committee has asked Vice Provost Prabhakar to return to the Senate and address follow-up questions from his September presentation. The details are presented in the PowerPoint presentation.

Vice Provost Prabhakar started by noting that the numbers presented at this Senate meeting are mainly updates from last month's numbers. At this time, the numbers

should be stable as there are no outstanding searches that would count towards last year's hiring numbers. For topic-based searches, the total number is 66.

Vice Provost Prabhakar was asked last month if any of those searches involved department head searches. The number does not include any department head hires. He said there was some confusion about the data received by the Colleges. In two instances, there were department head searches open to outside individuals, and they were reported as head searches. In those two instances, the individuals who were hired were internal candidates.

With respect to Dream Hires, the number was 14 in September and the number is now 15. These 15 Dream Hires are signed, accepted offers. Ongoing efforts continue and every College is participating in the program.

The number of Clinical/Professional faculty is also higher this month than in September. There were ongoing searches in CLA, Veterinary Medicine, Nursing, Health & Kinesiology, and Speech, Language & Hearing Sciences. Those have wrapped up and the number should be stable. We are increasing the number of Clinical/Professional faculty, but not at the expense of tenure-track faculty.

Clinical faculty type positions have been part of Purdue for 31 years. When this type of faculty position was started, it was meant to be for faculty with truly clinical appointments such as in Veterinary Medicine, Nursing, Pharmacy Practice, and Speech, Language, and Hearing Sciences. Around 2015, Purdue introduced the Professors of Practice as a type of faculty that did not fit into the Clinical faculty or other faculty track. This more accurately reflects their duties.

In September, Vice Provost Prabhakar did not include student/faculty ratios for the Honors College or Libraries. He did include them on his slide this time but noted that they do not have any majors so there are no student/faculty ratios to report for those two Colleges. The Honors College only has Clinical/Professional faculty so there is no number for tenure-track faculty in his presentation.

Vice Provost Prabhakar presented a slide with detailed student-faculty ratios for the past 10 years as requested (see Appendix E). This included the numbers for the Honors College, Libraries, and Bands and Orchestras that were not in September's presentation.

A question had been raised in September about the salary equity studies that are conducted every year. He mentioned that he did misspeak, and the studies are conducted by the Office of the Vice President for Ethics and Compliance rather than OIE. These are internal studies. The primary purpose is to ensure there is no gender bias in compensation within units. There are separate expectations for named or distinguished Professors. Rank is also considered as are the number of years in rank including years in rank at another institution. Statistical analyses are done to see if individuals are falling out of the expected bounds. The results are shared with Deans and Department Heads, and they are expected to take a close look at the results.

Faculty falling outside the expected ranges are identified and Department Heads are expected to make sure the salaries are appropriate. In other cases, they are expected to explain why the salaries are where they are at. Often, the explanations are tied to performance over multiple years. Concerns are not only for those who fall below the lower end of the range, but for those who fall above the expected range. A question about sharing the information was also asked. These are personnel records and are not public records. Hence, the information is not shared. A question was also asked whether adjustments were made based on the results of the studies. He answered that they were made, “absolutely, yes.” Adjustments are made when someone falls outside the normal range and there is no justification for that in terms of performance or other factors.

Finally, Vice Provost Prabhakar said that if any faculty members have concerns about their compensation, they should contact the Associate Vice President for Compliance, Deb Trice. These concerns can be shared confidentially with Vice President Trice. Her office will do its best to determine if there is unfairness or inequity in compensation.

Following his presentation, Provost Patrick Wolfe and Vice Provost Prabhakar entertained questions from the floor.

Professor Dennis Savaiano expressed concerns shared by his colleagues in Health and Human Sciences about the number of Clinical faculty being hired. He stated that hiring two-thirds of new faculty in the clinical track will not increase our health research efforts but will destroy them. Although the Clinical faculty make great contributions to the College’s teaching load, they do not contribute to research in the College. This raises the question: “How can we build a Health First research effort on the backs of fewer and fewer health-oriented research faculty?” The data are clear, there are fewer tenured and tenure-track faculty in the College while enrolments are growing dramatically. Another concern is that there is not a permanent Dean in place to lead the College. He asked if the Provost could address the issue of hiring so many Clinical faculty, which is primarily done without the approval of tenure-track faculty.

Provost Wolfe responded that it is important to our Clinical and Professional faculty that they feel they have the full support of all Purdue. He mentioned that Vice President Barker would be delighted to speak to the Senate as he is overseeing the search for the next Dean of HHS. We are proud of our programs in HHS such as Nursing that function largely based on Clinical faculty. Nursing has an accreditation visit in the next few days and the Clinical faculty are critical to retaining accreditation. We view Clinical faculty as an enormous asset to Purdue and we will continue to pursue them vigorously. There are many mechanisms for bringing in outstanding tenure-track and tenured faculty. We would like to see more Dream Hires in HHS. These categories of hires do not come at the expense of one another.

Professor Ulrike Dydak concurred with Professor Savaiano and brought up the issue of when a unit asks for two tenure-track positions, but the Provost’s office responds that the unit can have one tenure-track position and one clinical-track position. As

the Clinical faculty will only teach, this is not fulfilling the research needs of the unit. This has occurred in one of the units in HHS. Professor Dydak also noted that in one of the PPT slides, HHS was referred to as the College of Health and Human Services rather than the College of Health and Human Sciences. She suspected that this is a typo, but it speaks to the false perception that HHS is mainly service oriented and even in Nursing, the faculty do a lot of research.

Vice Provost Prabhakar noted that the hiring decision is complicated and considers a lot of different information. For example, the large number of Clinical hires in HHS was partly due because several units require a certain number of Clinical faculty to earn accreditation. Nursing requests Clinical hires because they are losing Clinical faculty which jeopardizes their accreditation. Another issue is that we clump Clinical faculty with true clinical roles with Professional faculty and Professors of Practice. Perhaps the concerns arise from this merging of different faculty types. Vice Provost Prabhakar personally apologized for the typo mentioned by Professor Dydak.

Professor Richards explained that Nursing accounts for a large portion of Clinical faculty because the State Board of Nursing allows only eight to ten students in a clinical rotation in a healthcare facility. However, that does not obviate the need for tenure-track faculty.

Professor Dilkes noted that on one PPT slide, the number of tenure-track faculty decreased from 1978 to 1973. Thus, the number of tenure-track faculty has decreased while the number of Clinical faculty has increased. It is hard to sustain the argument that one is not happening at the cost of the other. He wanted to clarify that the number of tenure-track faculty has decreased over the last year while the number of clinical-track faculty had increased. Vice Provost Prabhakar said that both things were true, the number of tenure-track faculty had decreased over the last year and the number of clinical-track faculty increased.

Past Chair Leung expressed his appreciation for the Vice Provost's presentation. He noted that our "amazing Vice Chair is an Associate Professor of Practice." He wanted all to remember that there are many faculty types on campus, and they are all valuable to our mission. He wanted to share with the Senate that he is in a department with no Assistant Professors. He was concerned about the numbers on the first slide in the PPT which showed the following numbers for hires in FY 2024:

- 61 Topic-based hires
- 15 talent-based hires
- 88 Clinical/Professional hires

These numbers make him feel like the boiling frog that does not notice the slow increase in temperature where one does not notice the increase in Clinical/Professional hires. This does not mean they are not amazing colleagues making outstanding contributions to the College. However, if one is in a department with no Assistant Professors, these numbers send a chill up some spines.

Chair South observed that we are seeing an increase in the number of students taught and this might be what Past Chair Leung was getting at. Vice Provost

Prabhakar said this was a fair point and the student-faculty ratios are just one measure considered when making the hiring decisions. Some units do a lot of service teaching. Additional considerations include the graduate students in the units and the research portfolio, among other considerations. There is an insatiable demand for a Purdue degree from strong applicants and we want to honor our Land Grant mission and be as accessible as possible. He asks for trust that the decision process is very complex and involved, taking into consideration many factors. We are also trying to achieve an overall balance while remaining fiscally responsible. Purdue is one of the few universities with an AAA credit rating, and that is important.

Vice Chair Zimpfer noted that his College, PPI, is at the top of the list for student-faculty ratio and they have asked for more Clinical or Professor of Practice faculty. When tenure-track faculty are hired, they are often given very low class loads so that they can establish their research programs. He appreciated Past Chair Leung's comments about the contributions of Clinical and Professors of Practice faculty. He asked if research or writing were taken into consideration in the College of HHS for promotion of Clinical or Professor of Practice faculty. Vice Chair Zimpfer said these are taken into consideration for promotion in the PPI.

Professor Savaiano answered Vice Chair Zimpfer as a Senator from HHS. He acknowledged that Clinical faculty are wonderful contributors to the College. The question is one of balance. There should be a balance between tenure-track faculty who do research, obtain grants, train graduate students, and teach undergraduate students and the Clinical faculty who primarily teach. The scholarship of education is an important part of their assessment. His HHS colleagues are making the argument that we are getting out of balance. There are too many Clinical faculty relative to the research opportunities that exist in the health science areas. The HHS faculty have not been allowed to make decisions that will create the right balance. These decisions are apparently made at a higher level and that has many of his colleagues upset.

Professor Alexander Francis suggested that nobody is saying we need fewer Clinical faculty, but that we need more tenure-track faculty. This impacts the issue of shared governance as tenure-track faculty can participate fully in shared governance. Through the protection of tenure, we can speak truth to power in a way that a non-tenured faculty member cannot speak. As part of shared governance, if we lose tenure, we lose shared governance.

Professor David Nalbone from PNW has followed similar discussions. He said that not only should student-faculty ratios be considered, but so should student-administrator ratios be considered. An argument could be made that student-faculty ratios are increasing across the nation. The question arises whether we are devoting resources more to the faculty side or more to the administration side. We need to consider both to understand how they are operating over time.

Professor Geraldine Friedman concurred with the previous three speakers. As a colleague of Past Chair Leung, she agreed that the English Department has not hired

any Assistant Professors in a long time. She agreed that looking at the numbers cited by Past Chair Leung is chilling. She agrees with Professor Francis about the importance of tenure and shared governance. Tenure is also important in relation to intellectual freedom.

Professor Friedman's comments were the last comments.

13. New Business

There was no New Business from the floor.

14. There being no further business, the meeting adjourned at 4:23 p.m. and Chair South encouraged everyone to enjoy the afternoon.

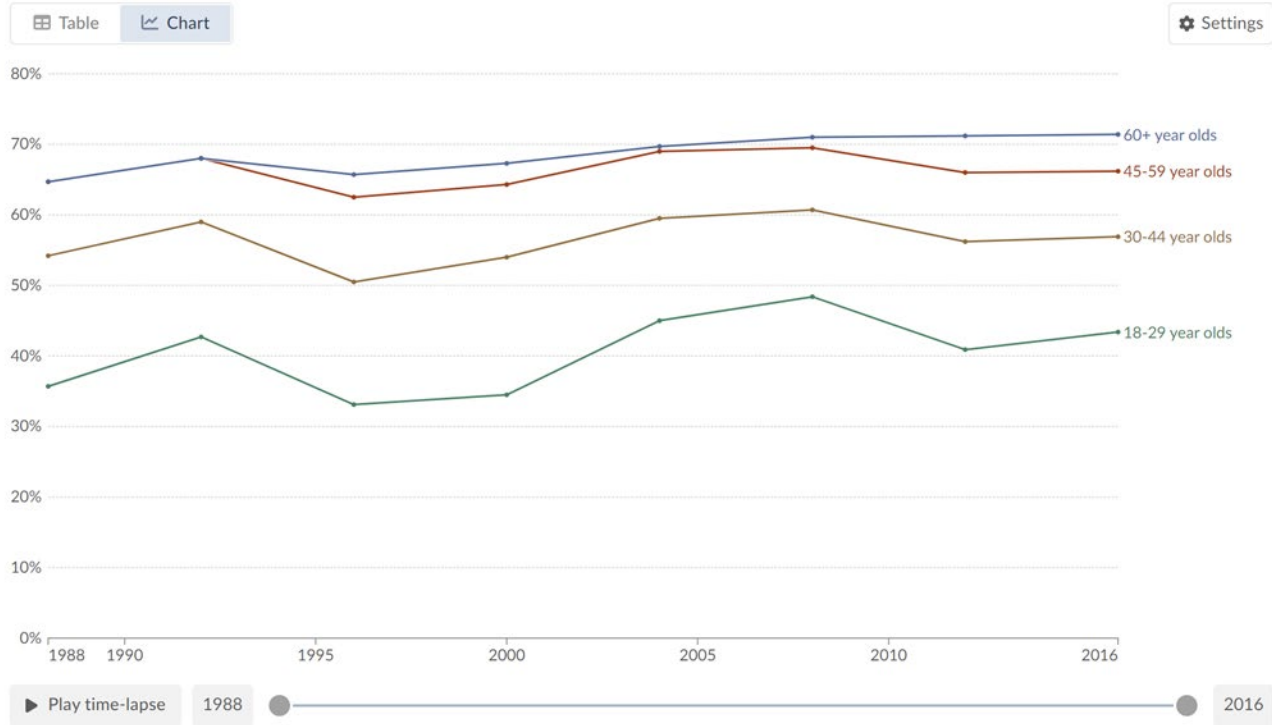
REMARKS OF THE SENATE CHAIR

Voting in the United States

Election voter turnout rate by age in the United States

Percentage of voting-age citizens in the United States who voted in the presidential election.

Our World
in Data



Data source: United States Elections Project - [Learn more about this data](#)
OurWorldinData.org/usa-electoral-turnout | CC BY

Download Share Enter full-screen

The Importance of Voting

- We do not have government by the majority. We have government by the majority who participate.—**Thomas Jefferson**
- Bad officials are elected by good citizens who don't vote.—**George Jean Nathan**
- Wouldn't you want to be absolutely positive that the folks elected to make those decisions about our daily lives, decisions that range from when we send our troops to war to how victims of sexual assault are treated. Wouldn't you want to be sure that those elected officials were thinking about all of us, not just some small percentage of us?—**Michelle Obama**





THANK YOU!

senate-chair@purdue.edu

Questions

SEA 202/Tenure Reviews.....

Given that the University was required to change performance review policy to comply with SEA 202, what are the metrics by which Purdue will assess adequate performance of academic duties and obligations during reviews of tenured faculty, which person or persons will assess this performance, and will there be an appeal process?

- While specifics concerning the implementation of the Indiana statutory requirements regarding assessments in connection with hiring, retention and promotion of faculty and staff with instructional responsibilities have not been finalized, we anticipate that such assessment will include consideration of the following required by SEA 202:
 - Has the individual exposed students to scholarly works from a variety of any political or ideological frameworks that may be within and applicable to the given academic discipline?
 - Has the individual refrained from subjecting students to views and opinions concerning matters not related to the discipline or assigned course of instruction?

Those responsible for the assessment of the faculty or staff member (supervisor, department head, Primary Committee, Area Committee, dean, Panel, etc.) will be expected to assess each item. Faculty and staff have at least the same right to address and rebut these aspects of their assessment as exist under current policies and procedures.

Purdue "Rewards Statement"

Each year, via physical mail, Purdue provides a helpful recap of negotiated salary and benefits. It is a concise, easy to understand distillation. Similar to previous years, the mailer is titled in all caps, "REWARDS STATEMENT." This is retail loyalty card and/or credit card language. The content, however, appropriately lists negotiated salary and benefits, which are not "rewards." Might we effect "COMPENSATION and BENEFITS" as a small, but dignifying revision? The categories themselves can remain unchanged.

- Total rewards refer to everything an employee receives from their employer in exchange for their work. It is more than just a paycheck – it is a comprehensive package that includes both financial and non-financial elements. Components include compensation, benefits, work-life balance, career development and recognition. Total rewards are more than just salary – they show how Purdue invests, supports and provides opportunities for employees.

For the last five years, during the fall semester, human resources has been providing a total rewards statement to all employees to show these various components. Each year, the team works to add additional elements or pieces of Purdue's total rewards to help educate and inform faculty and staff of the full picture of what they get for working at Purdue. Added elements are dependent on the type of data and ability to easily communicate the value of the element.

Metrics.....

Although metrics are important, they can also result in perverse incentives that can negatively impact the basic missions of a land grant university. Can you provide us with any examples of these and share with us measures you have put into place to minimize them?

- A variety of metrics and published data common to all universities factor in, for example, everything from government funding formulas across different US states to Pell grant students. With the Senate’s help and advice, decision-making is focused on the best interests of Purdue to improve inputs (e.g., student support and academic policies) that impact meaningful outputs (e.g., student retention rates).

Department Head Candidates.....

At Purdue, faculty and staff aspire to have exceptional leadership at both the school and college levels. It’s a recurring pattern for us to evaluate department head candidates who appear to be a good match in terms of leadership, only to be told that they wouldn’t be approved or “make it” under the current administration regarding full professorship. What steps can be taken to tackle this problem and the absence of stable leadership in multiple colleges and departments on our campus?

Also, what actions can a department take to endorse a candidate who meets the leadership requirements but may not fit the profile of a well-known researcher?

- We aspire to recruit, retain and support exceptional academic leaders at Purdue - whether such leaders come from inside Purdue or are recruited from elsewhere. Appointment decisions for leadership roles follow well-defined Human Resources policies and procedures. Faculty roles and ranks, whether tenure-track or clinical/professional, similarly follow well-defined Faculty Affairs procedures that involve promotion committees of faculty at multiple levels. More information on these policies and procedures can be found on the [**Faculty Affairs website**](#).

Climate Action Plan.....

PSG, PGSG, and University Senate have all passed resolutions calling on Purdue to develop a climate action plan. What is the administration doing in response to these resolutions?

- Purdue Administrative Operations Senior Vice President Michael B. Cline presented Friday (June 7) an update on the progress made toward the 13 goals outlined in the [**2020 Physical Facilities Sustainability Master Plan**](#) and key strategic sustainability activities. Ten goals have been met, including but not limited to goals on water use reduction, construction waste recycling, e-waste recycling, tree plantings, bicycle infrastructure expansion and green building construction.

Highlights of progress toward goals from FY11-23 include:

- Greenhouse gas emissions have been cut by 41% per capita and 27% overall, despite a 17% increase in campus gross square footage and a 28% increase in student enrollment.
- Total energy consumption increased 10% despite larger growths in square footage and occupants mentioned above; energy consumption per square foot decreased by 10%.
- 32% of waste is being recycled.

Several innovative sustainability activities, including small modular nuclear reactor studies, the Duke Energy Combined Heat and Power Plant at Purdue, and energy demand management activities, were highlighted. The full presentation is [available online](#).

Furthermore, the Institute for a Sustainable Future, along with multiple campus partners, is conducting a *Purdue Campus Sustainability Self-Study* during the 2024-2025 academic year.

Electric Scooters/Safety.....

Students are abandoning the electric scooters at bike rack areas making it difficult for bike users to navigate their bikes in and out of the racks. Would it be possible to make a designated area for the electric scooters?

- Administrative Operations is currently reviewing Veo parking to identify solutions to this issue.

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

Steering Committee

Libby Richards, erichards@purdue.edu

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

Advisory Committee

Susan South, senate-chair@purdue.edu

Nominating Committee

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

1. Managing committee vacancies

Educational Policy Committee

Howard E. Sypher, hsypher@purdue.edu

1. Assessing the need for AI regulations
2. Considering ways to improve the Grade Appeal Process
3. Updating MEAPS language as per SB22-08
4. Proposal for Readmission Policy Committee changes and Re-naming of that committee

Equity, Diversity, and Inclusion Committee

Brian Dilkes, bdilkes@purdue.edu / Geraldine Friedman, friedman@purdue.edu

Faculty Affairs Committee

Françoise Brosseau-Lapré, fbrossea@purdue.edu / Anish Vanaik, avanaik@purdue.edu

1. SEA 202
2. Follow-up on SD 22-08 and Impact of SB1 on Purdue Healthcare
3. Liaising with sub-committee on Purdue Global on Purdue Online
4. Senate Communications
5. Guidelines for SUFIE
6. Assessment of recent changes in Promotion and Tenure cases (together with EDIC)
7. Lecturers Advisory Committee
8. Revisions to University policy on:
 - a. Sabbatical Leave policy and operating procedures
 - b. Standard for Courtesy appointment
 - c. Operating Procedures for reportable outside activity leaves
9. Transition to Elements for Annual Review

Student Affairs Committee

Abigail S. Engelberth, aengelbe@purdue.edu

1. Class Size

University Resources Policy Committee

Lori Hoagland, lhoaglan@purdue.edu

1. Parking regulations and appeals process
2. Issues around Bicycle Parking

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

Proposal: For the opening on the Faculty Affairs Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Ali Bramson	3	Earth & Atmospheric Sciences/ SCI

Committee Votes:

For:

Dulcy Abraham
Sabine Brunswick
Damon Lisch (Co-chair)
Byung-Cheol Min
Sebastian Murgueitio Ramirez
Abdelfattah Nour
Mohit Tawarmalani
Christina Wilson-Frank

Against:

N/A

Abstained:

N/A

Absent:

Seema Mattoo (Co-chair)

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

Proposal: For the opening on the University Resources Policy Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Tae Hong Park	3	Visual & Performing Arts / CLA

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Sabine Brunswick Damon Lisch (Co-chair) Byung-Cheol Min Sebastian Murgueitio Ramirez Abdelfattah Nour Mohit Tawarmalani Christina Wilson-Frank	N/A	N/A	Seema Mattoo (Co-chair)

To: The University Senate

From: The University Resources and Policy Committee (URPC)

Subject: Access and time for voting in national elections

Reference: Declarations from Brown and George Washington Universities to support voting by canceling classes, and link to site mapping class cancelation efforts by universities across the U.S.

Disposition: University Senate for Discussion and Adoption

Rationale: Public institutions are intended to educate citizens. Toward that end, Purdue University has long-supported civic engagement. In 2021, the Purdue University Board of Trustees adopted a civics literacy requirement for all undergraduate students, with the aim of preparing a more knowledgeable and engaged citizenry. The most important aspect of citizenry is the casting of a ballot. Denying students, faculty and staff access to adequate voting facilities on a national election day is in direct opposition to these goals.

Proposal: The university will work with county boards of election to provide facilities support for voter registration and both early and election day voting in national elections held every other year. On voting day, no quizzes or exams will be held, so if a student misses class due to long lines, they will only need notes for the day. If the university is unable to secure an adequate number of sites to provide all students, faculty and staff the opportunity to exercise their civic rights and vote in national elections on campus, then classes will be cancelled so they can go off campus to vote.

Committee Votes:**For (11):**

Andy Baker
Jonathan Bauchet
Daniel Cziczko
Benjamin Dunford

Against (0):**Abstained (0):****Absent (1):**

Min Chen

Lori Hoagland
Kee-Hong Kim
Paul Mort
Julio Ramirez
Brian Richert
John Sundquist
Howard Zelaznik

References:

After faculty vote, federal Election Days designated University holidays at Brown
<https://www.brown.edu/news/2020-09-09/election>
Announcing a University Holiday on Election Day 2021
<https://president.gwu.edu/announcing-university-holiday-election-day-2024>
Mapping Election Day Across the U.S. Mapping Class Cancellation
<https://www.dayondemocracy.org/map>

Faculty Hiring and Recruitment

Sunil Prabhakar, Vice Provost for Faculty Affairs



FY 24 Hiring Outcomes

Based on reported outcomes of last year's searches by the College DFA's as of 9/30/2024

Topic-Based Searches

Search-based hires for tenure-track faculty breakdown by college

*Does not include DH

College of Agriculture:	4
College of Education:	2
College of Engineering:	11
College of Health and Human Sciences:	7
College of Liberal Arts:	8
College of Pharmacy:	4
College of Science:	18
College of Veterinary Medicine:	7
Daniels School of Business:	5
Honors:	0
Libraries:	0
Purdue Polytechnic Institute:	0
Total Search-based hires for tenure-track faculty	66

Talent-Based Hiring

Targeted recruitment of high-caliber faculty at all career stages breakdown by college

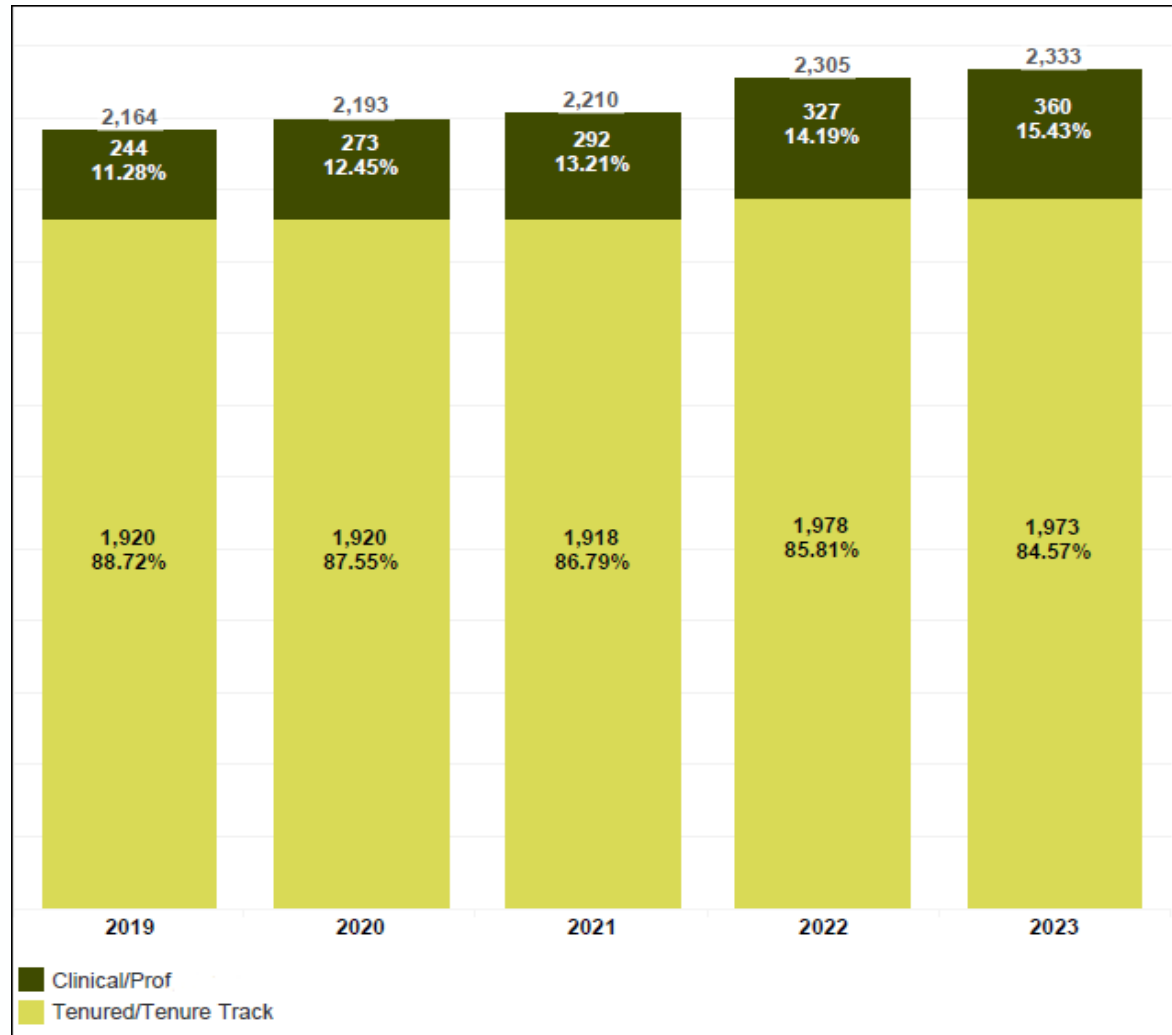
College of Agriculture:	3
College of Education:	0
College of Engineering:	6
College of Health and Human Sciences:	1
College of Liberal Arts:	2
College of Pharmacy:	0
College of Science:	1
College of Veterinary Medicine:	2
Daniels School of Business:	0
Honors:	0
Libraries:	0
Purdue Polytechnic Institute:	0
Total Talent-based hires	15

Clinical/Professional Faculty

Search-based hires for C/P positions

College of Agriculture:	10
College of Education:	7
College of Engineering:	5
College of Health and Human Sciences:	17
College of Liberal Arts:	14
College of Pharmacy:	1
College of Science:	4
College of Veterinary Medicine:	8
Daniels School of Business:	13
Honors:	0
Libraries:	3
Purdue Polytechnic Institute:	6
Total C/P Faculty hires	88

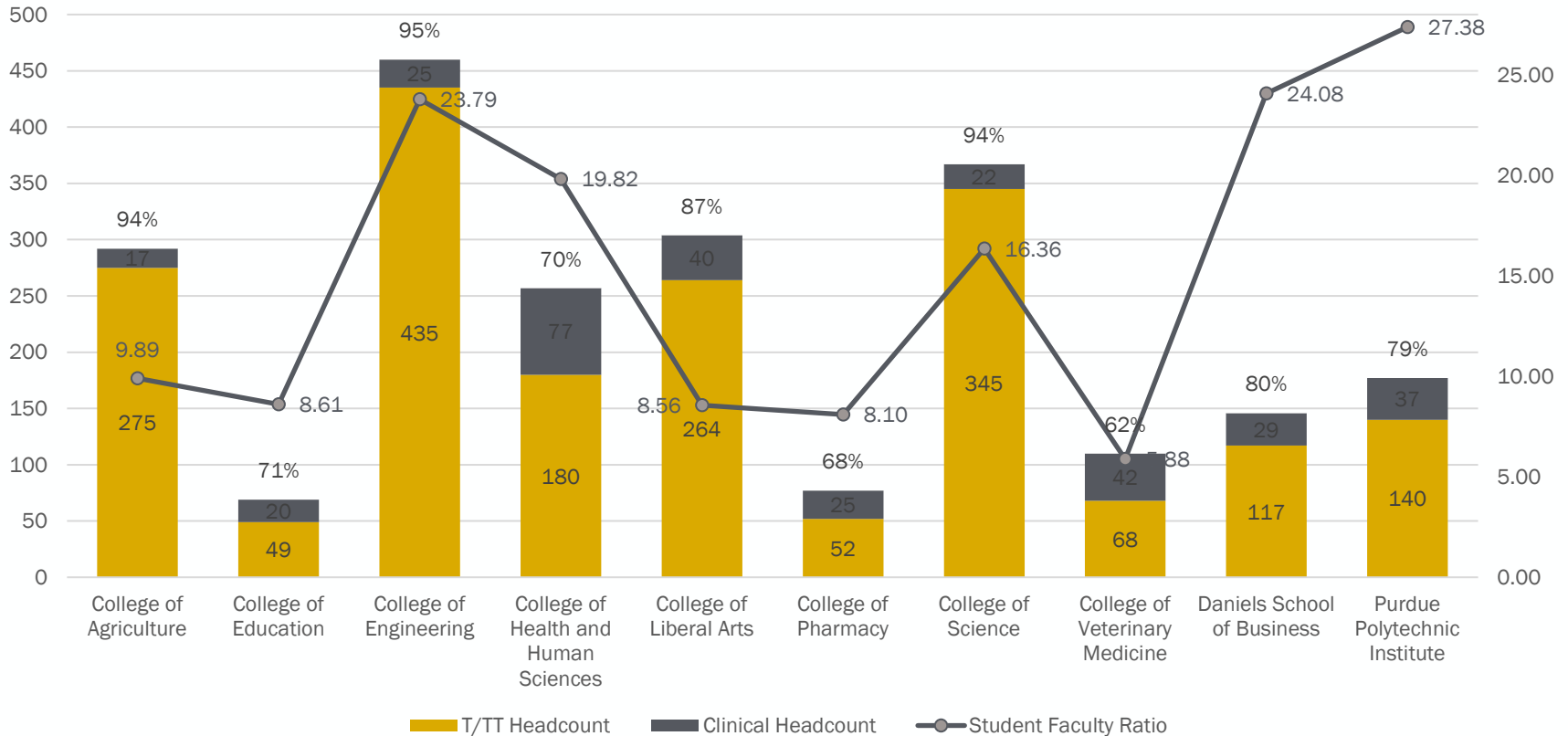
Faculty Composition Trend



Fall 2023 Faculty Counts and Student Ratio by College

Undergraduate students to Faculty

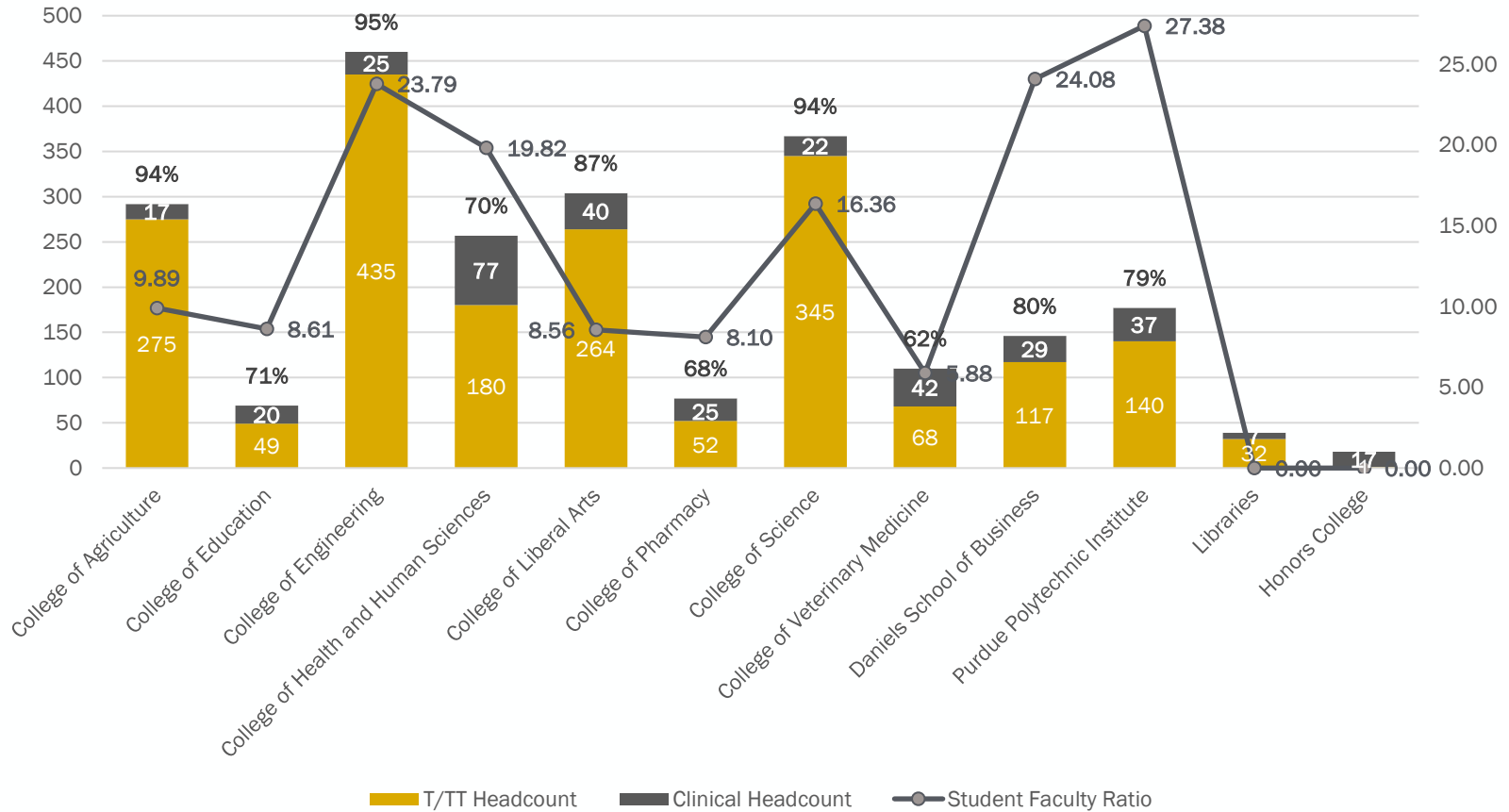
Faculty Headcounts and T/TT as Percentage of Total
Fall 2023



Fall 2023 Faculty Counts and Student Ratio by College

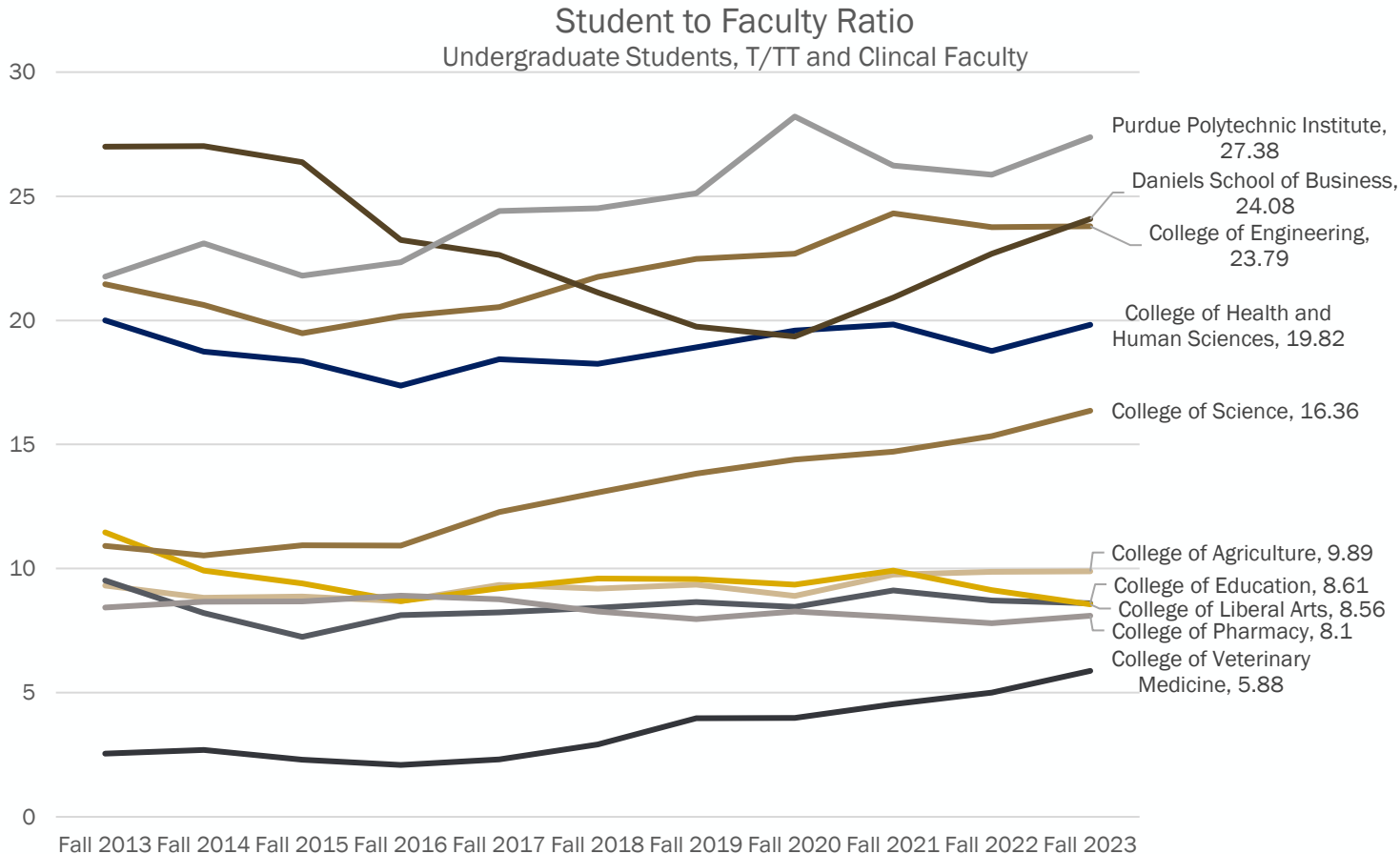
Undergraduate students to Faculty

Faculty Headcounts and T/TT as Percentage of Total
Fall 2023



Fall 2023 Faculty Counts and Student Ratio by College

Undergraduate students to Faculty



Fall 2023 Faculty Counts

Libraries, Honors and Bands

T/TT & Clinical Faculty Counts for Other Units	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
	56	55	63	63	53	56	54	57	60	66	74

Over the past decade, an average of 60 T/TT and Clinical faculty per year have been in units outside the listed colleges in the previous slide.

Libraries, Honors College, and Bands are excluded from the previous chart due to the lack of an unduplicated student population for the student-to-faculty ratio calculation.

Salary Equity Study

- Conducted annually by the Office of the Vice President for Ethics and Compliance
- Results are shared with deans and department heads
- If necessary, adjustments to salaries are made
- The report is part of personnel records and is not a public record
- Any faculty member concerned about the equity of their salary can contact the Associate Vice President for Compliance