

## 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.