

First Meeting
Monday, 9 September 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 15 April 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. **Report from the Athletic Affairs Committee** For Information
Professor Chip Blatchley
10. **Hiring and Recruiting Presentation** For Information
Vice Provost for Faculty Affairs
Sunil Prabhakar
11. New Business
12. Adjournment

First Meeting
Monday, 9 September 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, Jonathan Bauchet, Ximena Bernal, Afsan Bhadelia, David Blon, Lisa Bosman, Ali Bramson, Françoise Brosseau-Lapr , Sabine Brunswicker, Tom Brush, Julia Chester, Alejandro Cuza, Dan Cziczko, Patricia Davies, Brian Dilkes, Ben Dunford, Jim Dworkin, Ulrike Dydak, Abigail Engelberth, Alex Francis, Geraldine Friedman, Yi Gao, Lori Hoagland, Beth Hoffmann, Morgan Hynes, Katie Jarriel, Hyunyoung (Young) Jeong, Alice Johnson, Nastasha Johnson, Bhagyashree Katare, Kee-Hong Kim, Cheng-kok Koh, Kiseop Lee, Brian Leung, Damon Lisch, David Liu, Ryan Manuel, Karen Marais, Stephen Martin, Stephanie Masta, Seema Mattoo, Byung-Cheol (BC) Min, Somosmita Mitra, Patricia (Trish) Morita-Mullaney, Paul Mort, David Nalbone, Abdelfattah Nour, Tae Hong Park, Li Qiao, Darryl Ragland, Padinjaremadhom (PV) Ramachandran, Julio Ramirez, Sebastian Murgueitio Ramirez, Elizabeth Richards, Brian Richert, Torbert Rocheford, Gustavo Rodriguez-Rivera, Kali Rubaii, Chris Ruhl, Mark Russell, Ant nio S  Barreto, Dennis Savaiano, Jennifer Scheuer, Steven Scott, Marisol Sepulveda, John Sheffield, Michael Smith, John Sundquist, Howard Sypher, Monica Torres, Sasha Tsymbaliuk, Kim Updegraff, Anish Vanaik, Rua Williams, Christina Wilson-Frank, Bowei Xi, Howard (Howie) Zelaznik, Patrick Zollner. **Advisors:** Heather Beasley, Michael Cline, Melissa Franks, Cherise Hall, Sheila Hurt, Lowell Kane, Lisa Mauer, Beth McCuskey, Sunil Prabhakar, Jenna Rickus, Alysa Rollock and Katherine Sermersheim. **Guests:** Chip Blatchley, Jason Doty, Cristina Farmus, John Gipson, Ken Halpin, Misty Hein, Ed Howatt, Ian Hyatt, Tom Mitchell, Jamie Mohler, Kim Pearson, Dimitrios Peroulis, Jurgen Rochin, Kali Rubaii, Steven Schultz, Heather Servaty-Seib, Marcy Towns and Alyssa Wilcox.

Absent: Andy Baker, Charles Bouman, Stephen Cameron, Min Chen, Xingshan (Shawn) Cui, Eugenio Culurciello, Vince Duffy, Mara Faccio, Greg Francis, Brent Jesiek, Stacy Lindshield, Yuli Lyanda-Geller, Robert Nawrocki, Loring (Larry) Nies, Jason Packard, Joseph (Paul) Robinson, Kevin Stainback, Ganesh Subbarayan-Shastri, Dengfeng Sun, Rusi Taleyarkhan, Mohit Tawarmalani. **Advisors:** Eric Adams, Chad Cahoon and Carl Krieger.

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

3. The minutes of the 15 April 2024 Senate meeting were entered as read.
4. The agenda was accepted by general consent.
5. Chair South began her remarks [[Appendix A](#)], which were as follows:

“Hello and welcome back to returning Senators and Advisors, students, staff, and faculty. For new Senators, thank you for joining us and for your service. I want to start by thanking immediate past-chair Brian Leung for his service over the past year, including serving as the liaison from the Senate to the administration on SB202 this summer.

“Brian, you set a precedent of warmth, honesty, and openness that I will try my best to emulate. Thank you also to vice chair, Mark Zimpfer, to Secretary of Faculties, Joe Camp, who literally came out of retirement back to this role, and to Senate Sergeant-at-Arms Se'Andra Johnson for joining me on this journey this year. As many of you know, the Senate leadership recently sent out a survey to get your feedback on how we can make this meeting and our time together in the Senate as productive as possible. I wanted to share just a few of those results with you today.

“We sent the survey to all Senate members and advisors. We received 65 responses out of a possible 124, really 123. I made it so I did not respond to it. I suspect this number is because we have many new Senators who are not sure how to respond or even if to respond, but I will return to this theme of engagement in a moment. First, we asked if there was a preference to stay on Zoom or to return to in-person meetings. Overwhelmingly, folks wanted to stay on Zoom; 74% to 26%. However, the minority strongly suggested many benefits to in-person meetings at least once a year. So, Senate leadership will discuss this possibility with the president and the provost, and perhaps we can find a time to see each other in person this academic year.

“Second, we asked, do you have any suggestions for procedural changes to Senate meetings? Respondents wanted documents earlier, which we can work on. There was also an ask for the President to have time to answer Senators' questions during the meeting. We have been working with the President's office on this, and members of the President's cabinet have been invited to Senate meetings to help provide more information to this group. We also asked, do you have suggestions for substantive areas that you would like to see covered in Senate meetings this year? And are there issues you think the standing committees of the Senate should work on? There were overlapping themes here, so I have condensed to these bullet points. Enrollment, tuition, and student housing were a general bucket of requests. Hiring, particularly dream hires and clinical track hires. The overall budget of the university and SB202. The Senate Steering Committee is considering all of these, and we do have Vice Provost for Faculty Affairs, Sunil Prabhakar, here today to present on faculty hiring.

“We also asked, is there anything Senate leadership can do to encourage your participation at Senate meetings this year? There was a suggestion for a list of goals that could be used to provide metrics by the end of the year. We do have a resume of items under consideration by all Senate committees and each Senate meeting, but to this point, I think we can do a better job of showcasing the progress our committees make over the course of the academic year. There was also a theme of getting input during Senate meetings from a greater variety of senators across different colleges and constituents that are represented in this body. I would like to remind all of us, however, that engagement should be done in a constructive and a collegial way. I

truly believe the administration and board want to hear from this diverse body, but all progress must come from a foundation of trust on all sides.

“I want to stay on this theme of engagement just for a moment. As you are all aware, we are in the midst of an election season, and this has me thinking about the spirit of governance and our shared governance, in particular. Shared governance is the framework through which faculty, administration, staff, and students collaborate in the decision-making processes that shape our institution. What can we as members of the Purdue Senate do to make sure the voices of our constituents are heard? One more slide, please. So, here is my ask of you, be involved. Involvement is more than just showing up. It is about being fully engaged and bringing our unique perspectives and expertise to the table. Today, I urge each of you to reflect on how you can become more involved, whether it's polling your faculty, going to faculty meetings as a Senate rep, leading a new action for the Senate to consider, or sharing your constituents' feedback in these meetings. Every action counts.

“Your contributions are invaluable. Our students look to us not only for knowledge but for inspiration. They need to see us actively shaping this environment in which they learn and grow. Let us commit to being more than just members of the institution. Let us be active participants in shaping its future. I know I am asking more of you, and there are not enough hours in the day for all the things we are asked to do. There are many wonderful things about working in higher education, but frequent and sustained appreciation for our work is not usually one of them. So please know that I see you and I appreciate all the hard work that you do for this group.

“Thank you. Now we turn to President Chiang who is recognized for his remarks.”

6. President Chiang presented his remarks [\[Appendix B- this Appendix includes the remarks by Senior Vice Provost Dimitrios Peroulis\]](#).

“Well, good afternoon, everyone. Thank you first to Chair South for taking on this incredibly important responsibility, along with Vice Chair Zimpfer and immediate past Chair Leung for your outstanding contributions as well. I want to echo where Chair South just highlighted. Thank you to Professor Joe Camp for coming out of retirement to help us with the Senate. And to all the returning Senators, thank you for your continued service to Purdue, and to the new Senators, welcome aboard. I am personally looking forward to working alongside all of you, and as Chair South just highlighted, based on trust, good faith, good will, knowing that all of us have the best interests of this institution, especially our students, in our heart. Now, I am going to go on to the next slide with a quick one-slide summary of the outstanding work that our students, faculty, and staff have been producing. The kind of metrics and results, alongside many other important dimensions, cannot be easily quantified.

“Here are some of those that can be quantified. Starting with our research awards, and all of these are new historic records in the history of Purdue University achieved in the past fiscal year 2023 to '24. The research awards totaling more than \$750 million, the industry, and the federal government-based awards, \$647 million, as a new record in our history. Philanthropic giving, thanks to many alums and

foundations, reached \$621 million, another record and a record number of donors at 85,421. Every gift counts. Now, we do not have all the data going back many years. However, based on the data we have on hand, we have a record year for faculty winning nationally recognized prestigious or highly prestigious awards, citations, and books published.

“We do have the dashboard going back many years for undergraduate admissions. Indeed, this past year, the applicant number set yet another new record at 78,522. It is the lowest admission season we have on record, with the admissions rate below 50% for the main campus consisting of West Lafayette, Indianapolis, and yield rate after the summer melt above 29% for both locations combined. And historically, the trend line has never exceeded post-summer melt yield above 24%. The graduation rate for undergraduate students also achieved a record number 67% for four year and 84% for six-year. Also, thanks to a lot of great faculty colleagues, a record number 82 of new degrees and credentials was created last year. Online enrollment reached a record number of 21,200, and patents issued a record number of 290, and licensed a record number of 224. So, all these numbers are new records in Purdue history along all these dimensions. We also won, as the only university, and as a leading university partner in three out of three national hubs competitions, Hydrogen Hub, Microelectronic Hub, and Regional Tech Hub. In our case, the BioCrossroads, alongside the Applied Research Institute, that represents the state. We had back in April the largest at that time, single economic development in state history by SK Hynix at \$3.9 billion to start with at Purdue. And of course, the winningest season in our history for men's basketball, including the first national championship game appearance since 1969, our centennial year when Neil Armstrong landed on the surface of the moon.

“Now here are some of the many ongoing efforts of support we are looking at along with the Senate and many other parts of our campus, such as the student government and graduate student government, including, for example, again, a partial list looking at reducing the enrollment here to decongest and de-densify what we have here, including mental health support, including student experience enrichment, such as having more resources for undergraduate students to participate in research or in global experiences or in co-op. Transportation, including the now functional airport with commercial passenger services to ORD (O’Hare Airport) for the first time in 20 years. Safety updates for pedestrians.

“Also, we are now looking at providing potential shuttle services between parking lots, knowing that some of the lots are easily filled these days. The physical facilities, construction and renovation, add up to about \$1.5 billion of investment. Just among those recently completed and those just starting, 28 different projects, most of which are here in West Lafayette, including two new student dorms. And now the recently proposed interdisciplinary life science research facility, among many others.

“Speaking of research, infrastructure investments, also last year we substantially increased the headcount SPS, and now we are looking at adding headcount to IT. Listening to a lot of faculty members, we recognized the importance of having yet

another data center, supercomputing facility because all the ones we have built are now all spoken for. And this touches upon more than 60 departments faculty, and listening to faculty input, we invested in the purchase and now the installation of a new software system called PERA that will speed up once we have the onboarding exercise of pre-award post-award, including tracking how fast are we responding to faculty's needs in writing proposals. Last year we had a systematic exercise run by the deans with input from the heads for each college's faculty mid-year raise. We are going to do that again in the coming month.

“We created a new staff award, a recognition program called Bravo+, with thousands of awardees. And just this past summer, we added about 200 awardees to recognize staff effort throughout summer. For the third year in a row, we increased graduate students' stipends. And for the first time in many years, we also increased the hourly rate for students who work in various units on campus from a little above seven to \$9, and then \$10 an hour. A major increase in that regard. And national award for faculty as well as internal seeding of awards through the SPARK program have been rolled out by the Provost's office and EVP for research office to support their applications to national and international awards and to support the refreshing of their own research program. We launched last year a new presidential Ph.D. fellowship program with 100 new graduate fellowships going out to what I heard has a great effect in recruiting some of the very best, especially domestic doctoral students, to Purdue this season. And, in general, we are now expanding the doctoral student mentorship program.

“There is one more item on this single summary slide. Paperwork reduction, including the use of AI and one fewer signature. Since May, so over the past summer months, 15 forms have gone through this reform of one or multiple fewer signatures, including fewer signatures needed now starting this month on non-pay employee data changes, capital variance, R&R, procurement address, team dynamics, termination actions, property accounting, voluntary support, personal payment, Ariba purchase requisitions, pay certification for the online rate, and multiple forms in post-award, including re-budgeting form, no cost extension form, residual form, notice to proceed form. Now, we have not actually heard much from the Senate yet on exactly which forms, addition to these 15 forms, you would like to see fewer signatures, but we're not done here. We're ready and eager to listen to Senator's input on which forms to reduce signatures from.

“I recognize that it is kind of boring for me to keep going through all the slides. It is much more interesting to listen also to our other colleagues. There are about 20-ish direct reports to the president at Purdue. This is a somewhat simplified version of that "arc chart" tree, if you will. Now you all know Patrick Wolfe, the Provost and Executive Vice President for Academic Affairs and Diversity, very well. We also have other direct reports to the president and vitally important members of our university team here, including Chris Ruhl, Treasurer and Chief Financial Officer. Karen Plaut, EVP for research. Steve Schultz, general counsel. Mike Cline, administrative operation. Dimitrios Peroulis, partnerships and online. Ian Hyatt as new chief of staff. Quite a few dotted line colleagues as well. And then, of course, Mike Bobinski,

athletics, Alys Rollock, ethics and compliance. There are several foundations we have at the university and, as you know, regional universities as well. And of course, Teresa in the office next door to me is really the one who is making sure that I go where I am supposed to go and do what I am supposed to do. So, I am going to pass the mic in just a minute. First to Patrick per usual, but then also after that, pass the mic and the slides over to Dimitrios Peroulis. We have seven meetings every year with this august body of colleagues, and I figure that it might be useful to rotate across, let us say, seven each year of our colleagues. So that, A, they have a chance to demonstrate their leadership and initiatives for you, and B, you have a chance also to interact directly with them. In fact, until I got to this chair here, I was not fully aware of the entire complexity and scale, and scope of everything that goes on at this university. With all my respect for the Provost's office, there is a wide swath of activities going on outside of Provost's office as well. And they are all an important part of the daily operation and the strategic positioning of this university. All of them have great colleagues working together and working together with Provost's office as well. I figure that would be useful to indeed take the time for us to get to know each other through this mechanism. So, I'm going to turn it now to the Provost and then passing the mic over to Dimitrios and then back to questions as moderated by Chair South."

Provost Patrick Wolfe reiterated "...that we will have an opportunity in the coming months to hear from different members of the leadership team whom you can see in front of you there. I think the only thing I wanted to quickly draw everyone's attention to that might not have been on Mung's slide was just that we are working hard on parking. I know that was another question that came up before the Senate meeting, and we do have some progress immediately to report. There are going to be about 20 new parking spots where we have gotten agreement from colleagues and administrative operations, that's my client if you're interested in looking at the chart here, to take down about 20 reserved parking signs to open some more parking. And if you want more details on that, you can check the list of Senate questions. But maybe the more important things to emphasize are, again, a few of the ones that Mung just walked you through.

"In a year that has been sort of challenging for much of higher education, we have continued to go from success to success and strength to strength, and that is great. So, we are busy investing everything we can possibly muster into your success, the success of our faculty, and staff, and students. We will look at some other parking options, possibly some shuttle service for more distance parking lots.

"I think we are really going to ramp up our focus on recruiting, retaining, and placing the absolute best Ph.D. students. Every piece of feedback we have had is that the Presidential Excellence Awards were highly effective in helping to accomplish that. And we have also got some additional resources on the way to enhance faculty and graduate student mentoring. I mean, that affects not only the student experience here but also the sort of placement postgraduate school for our folks. And then, to help us retain an advanced, top-flight faculty, we will, as Mung mentioned, be doing the midyear retention thing. Again, this is in addition to over and above all our

standard retention programs to help us hold on to great people. So, watch the space from department heads and deans about information on that to come in the next month.

“Lastly, I know that the rollout of Elements has been a pain point for many. In the spirit of trying to give everyone back, maybe not an hour a day, but at least every single hour that we can to our faculty. Sunil, who you will hear from later today, is going to be in touch with deans and department heads to work out how we get some more support in place to help the transition to Elements. And I mean, we have all been through this. We know how painful these things are. And again, to reinforce, we are going to bring some resources to bear to knock some of that time down. So, I know Dimitrios has got a lot of exciting things to say about online. The growth has been enormous this past year, and I think there has been a real fundamental rethink of how we interact with respect to Purdue Global. And I know Dimitrios is going to enjoy talking to you about that. So, he has a broader portfolio than that. I would say we can advance to the next slide and welcome Dimitrios to the virtual podium, as it were. Thank you.”

Senior Vice Provost Dimitrios Peroulis: “Well, thank you, Mung. Thank you, Patrick. Thank you to all our Senator colleagues here. It is an honor and a great opportunity to share a few things about partnerships and online today. Again, I am Dimitrios Peroulis, and there are four different offices that I want to share. Just a couple of things just to give you a little bit of a flavor and take this opportunity to thank all our faculty colleagues who work hard on many of these initiatives. So, let me start with the online programs. The online programs really span many different colleges and many different units across the entire university. You can think of them as credit-bearing programs, which includes basically graduate degrees, stackable credentials, and so on. These are basically for students who are trying to pursue primarily either a full degree or anything less than a degree.

“The other big bucket is all our micro-credentials, digital badges, which are primarily focused on the non-degree-seeking students. You can see the enrollments here for each one of those buckets, which are a record high this year. And one thing I do want to highlight is that the primary audience for our online programs is essentially working professionals. These are folks that work in industry. They have a full-time job often, nearly all of them are funded by industry, or government, or foundations to come and take our programs. And these are people that would rarely come to our campus to pursue their degrees or credentials. So essentially, there is minimal, if any, overlap with our campus. However, Purdue Online also contributes to the education of our residential West Lafayette students. West Lafayette students often need to be away from our campus either during a summer internship or through a global experience. And progressively, we serve more and more of those students to complete their academic path.

“Nearly 13,000 students benefited from online offerings last year, and there were about 12,000 undergraduates and nearly 1,000 graduate and professional students who took advantage of our online offerings to ensure that they graduate on time

while enjoying one of those experiences. The other thing I wanted to mention is that Purdue Online over the years has really morphed into a full-service organization. I know that many faculty colleagues work hard to create high-quality online courses and credentials, and they think a lot about the academics' side of the house. While the Purdue Online office thinks a lot about many other aspects of the student experience, such as our operations, our marketing and communications, recruitment, all our partnerships and strategic initiatives, as well as the teaching and learning technologies, our TLT team. I know many of you have enjoyed working for our residential offerings as well. We also have many ties, and we touch practically all areas of campus, business, legal, data handling and so on and so forth. These are some more numbers just to showcase the growth we have seen this year. Thanks really to increased engagement from all colleges on campus. We are particularly proud of the fact that we now have our very first pan-Purdue degree. This is our new master's in AI that the university launched this semester. This is really the very first degree, residential or online, where every single college is engaged. So again, huge thanks to all of you who have made this a reality, and this will be followed on by our second pan-Purdue degree, the master's in data science that we're all working hard to launch this coming spring.

“So let me share a few things about the second office, the Office of Industry Partnerships. This office is led by Cristina Farmus, I know some of you may have already discussed things with her, but just to give a little bit of a broad view of Industry partnerships. There are really lots of people on campus that are thinking about Industry partnerships. Of course, many of us as faculty and colleagues are working with industry, but also the colleges, the VPR's office, the new PARI, and of course PRF working on economic development, place making and so on and so forth. Industry partnerships is an interesting puzzle that touches a lot of people and a lot of offices and really the Office of Industry Partnership is trying to coordinate all the activities so we have some cohesiveness and specific focus areas that we can have some impact on. Right now, we spend a lot of time thinking of the Purdue strategic initiatives and large-scale programs and thinking of how we can engage more holistically with our industry partners to advance Purdue's mission. Some examples from last year are on the next slide, which again touch the entire industry partnerships ecosystem. I will not really go through all these bullet points. In fact, the President mentioned some of those. I do, however, want to highlight that in all of them, there are several faculty colleagues that are really the driving force behind them. One of the things we are going to be a little bit more focused on this year is trying to understand how we can best serve them to understand better what the needs are across all different colleges and see how we can steer the office to be as much of help as possible to those colleagues.

“Next are some of the initiatives that we are going to look at this year. I know of course, all of us have heard about Indianapolis, Purdue Computes, the Daniels School of Business, and the latest one with One Health. So, under each of those initiatives there are certain industry partners that may be the most impactful and that we are trying to understand right now, some of them are listed here. Some of them we are still in conversations to better understand how we can engage them. I am in

constant communication with college leadership and several departments. I would really like to welcome any ideas that the Senate can provide in terms of how we can better engage with faculty colleagues here. So, as we are thinking, for example, of companies that perhaps we are not engaged with in as strong of a way as we would like to be, would like to hear ideas, have input on how we can best do that. So, if there are suggestions, please feel free to contact me directly.

“The third office I want to say just a few words about is the Office of Engagement, which is led by Roberto Gallardo. This is the office that really talks about and thinks about engagement opportunities for all our faculty, but also engagement opportunities with the local community. There are several different ways that we accomplish that. Some of those are highlighted on this slide such as, for example, the United Way Campaign that Purdue runs every year and the Purdue Childcare Task Force that we are working on. This year, we are also launching the Carnegie Reclassification Task Force. So, a lot of the engagement activities all of us I think are familiar with, are really led by Roberto under this office. There are some other opportunities that we can contribute here, all of us. Some of the opportunities are highlighted here on this slide. Just to give you an idea, this year we are launching the Engaged College Program. We are asking each college to think about all the engagement activities that they are contributing to and communicate those across the board so we can better understand where the opportunities are and also learn from each other. We are happy that all colleges are responding to that. Really, there is no recipe here, we are just trying to understand what the meaningful activities are, and once we understand that, then we hope that this office can be of even better service to all of us that are working on those.

“Due to limited time, I will just quickly mention a few things on the Global Programs and Partnerships office or GPP. Vijay Raghunathan is leading this office. So, this is the office that I think many of us have already interacted with in some way or form since this is the office that really helps and serves all the international students at our campus, it takes care of all of our faculty that need visa services or work services. It really is the office that works with all the faculty members who are organizing study abroad programs and so on. So, Vijay has a couple of different committees that are helping us guide activities into the future. So let me speak about a couple of them. Now, this slide highlights a few of the numbers that you can keep in mind. I think we all know that Purdue enrolls a very large number of international students and so here you can see how many of those are engaged. We have more than 127 countries represented on our campus, and of course many international faculty and scholars representing more than 80 countries. The last bullet point shows you the top 10 countries of origin for the students and I don't think many of us will be surprised by just looking at the names that you see there.

“All right, so here are some of the upcoming plans that I mentioned. So, one of the things that we are trying to focus on is better communicating with all of us in terms of where the opportunities might be. So, you will see a quarterly newsletter hopefully that will also help us reach more of our global alumni. This is something that we have noticed is a real need. You will see some more efforts on the global Ambassadors

Advisory Board, and again, I don't want to bore you with more details, but the whole goal is to better serve you, better serve our students through the international lens.

“I really appreciate the opportunity to come and attend this first meeting for me, from this post, and I am very happy to continue the conversation. Thank you.”

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

“Thank you, Dimitri. I believe that was all that we were expecting from the President's office. So, we will move to question time. Just a quick announcement. There were questions submitted to the President that have been responded to by the President's office and those are posted on the Senate website, so look at those. Perhaps just to make the most efficient use of our question time, we could start with questions for Dimitri since he just presented and then move to broader questions for the president and provost. And I see a question from Senator Hoagland.”

Professor Lori Hoagland: “Thank you Susan and thank you Dimitrios for your presentation. I had a question from one of my constituents regarding faculty and staff benefits around tuition remission through Purdue Online. In the faculty and staff handbook, it says that both faculty and staff are able to get 50% credit fee remission on up to seven credits, and Purdue Global is excluded from that, but not Purdue Online. Then there is another rule through the VP Bursar's office that Purdue Online is excluded, which seems to not be in line. So, my question is, why are faculty and staff excluded from that benefit through Purdue Online and is there an opportunity to change that? Thank you.”

Vice Provost Peroulis: “Yes, thank you. This is an interesting question, and I think I want to share a couple of thoughts here. So, the first thing maybe I should mention is that Purdue Online is an administrative unit that manages the programs that Purdue is offering, and the colleges are offering. So, these are not per se, Purdue Online programs. These are basically Purdue University programs. Now, these are programs that need to cover their own costs, and they have to provide for all essentially the costs associated with offering those programs. Now, if there was a decision to be made to provide faculty and staff the opportunity to enroll in those programs at some level of discount, I think that would need to happen at probably the President, the Provost on the college levels, since these are the units that will be primarily impacted by that decision and not the Purdue Online as an administrative unit. So, I think this is an interesting question, but I would probably say it is not decided by or contributed by Purdue Online as an office.”

Immediate Past Chair Brian Leung: “I just wanted to mention, I think it is an appropriate moment to mention that Professor Richards is leading an ad hoc committee right now on talk discussions around Purdue Online, Purdue Global and physical campus. And I am sure that that committee will be very interested in the content of today's presentation.”

Vice Provost Peroulis: “Yes, indeed. And I have to say that I really have appreciated the opportunity to talk to the committee and I know many people from the different offices of Purdue Online had also had an opportunity to share, for example, the recruitment office, the TLT team, the marketing office, and so on. So, I think these have been quite productive conversations.”

Chair South: “Any questions? We can open it up to questions for the President and Provost as well. Yes. Senator Zelaznik.”

Senator Howard Zelaznik: “Yes. A question about the removal of signatures on forms. Signatures supposedly have meaning, so that means someone actually, supposedly read the document and needed to know what was in it and that it was then appropriate to approve. So how has removing the signature for that particular form and how has it changed the approval process and how many individuals or committees were involved in examining those processes? Thank you.”

President Chiang: “Maybe I will take this one quickly. Although the domain experts truly will be at this moment, Chris Ruhl, Treasurer & CFO and his offices who have done this pioneering work over summer, especially with VPHR and VP for Finance teams. However, let me just clarify upfront that as it says in the title one fewer signature, not zero signature. In most of these cases, we are reducing it from 15 signatures for a very small number of 14 signatures, and the check and balance is still very much there and all the bureaucracies remain intact. However, we realize often out of the 15 signatures, sometimes three, four, five come from the same office and the same desk. And we wonder, well, is it possible once in a blue moon to say maybe only two instead of all three in the same office, same desk, need to sign the same paper? Maybe if three or five of them are in the same unit with a reporting structure, maybe four of the five would be sufficient to check. So, don't worry when we get to the point of say, single digit signatures, we will promptly stop this move and make sure we have an adequate number of signatures on it. But I don't know if Chris, if you are online, you or your team might be happy to comment on this.”

Treasurer Chris Ruhl: “I would have said it exactly the same way you did Mung. I mean that the checks and balances remain sufficient from our perspective. It is trying to take multiple folks within the same offices down to fewer multiple folks from the same offices.”

President Chiang: “Well back to you Chair South.”

Chair South: “Thank you for the answer to that question. Any other questions while we have the President and Provost here for question time? Oh, yes, immediate Past Chair Leung.”

Past Chair Brian Leung: “It is a little bit embarrassing. I wonder if the Provost or the President have an update on the proposed small hospital on the west side of campus. There was some news about a delay, and I wonder if there are any updates.

I know healthcare is important on everyone's mind all the time, so if there is any news, I think it would be helpful for the Senate to hear.”

President Chiang: “Well, Past Chair Leung, thank you for raising this important question. Indeed, healthcare on this side of the river is very important. We believe, but we are biased, my family and I being residents of West Lafayette that it takes 20 plus minutes to drive to the other side of the river and when we have ER situations and so on, we hope that there is maybe a closer option for us and having a bit of competition also helps consumers like all of us here. So, in that regard, we have been working hard with a particular potential provider. I believe as of this week, I guess it is Monday, we have heard some positive news, but I don't know all the details, I am going to turn it over to either Chris Ruhl again as CFO or Brian Edelman, who is the head of Purdue Research Foundation. As that land is PRF land, either of them may be able to add more color to the degree that they can.

Treasurer Ruhl: “Yes, this is Chris. I mean, not to sort of get into gory details, but the sort of rationale as Mung described it is still exactly what we are shooting for and working with our partner over the last probably three to six months on minutiae like hours of operation, what services will be in the building, who is going to occupy, for example, which floors within that building and how do we synergize it so it is not just our partner, but there are potentially some other healthcare offerings there. There has been a bunch of work done on the site if you drive by in terms of infrastructure, sidewalks and streets to get to and from. There is a little bit of work left to be done on the real estate side of things, which as Mung mentioned, is a PRF opportunity, which we think is a win-win for both parties by the way. But it is slightly different than the deal had originally put together some time ago. So, I think prognostications are still very positive, bringing a new provider to the market for all the right reasons, accessibility, convenience, affordability, population health, and the last message we had from the partner was we're looking forward to getting started. So hopefully we will have some more kind of finality to that over the next month or so.”

President Chiang: “Brian, I am as eagerly awaiting that as you are.”

Chair South: “Thank you for that. I see a question from Senator Dilkes.”

Senator Brian Dilkes: “Yes, Chris, since you are here, I just had a quick question. I know that last December there were some articles about the financial relationship between Purdue and Purdue Global and the rather large dollar value associated with that. Last time I looked at the figures, it looked like that number had gone up again. Is Purdue global operating with an excess and is the size of that debt between the two entities coming down or showing any signs of coming down in the future? How should we talk about that or read those numbers when they appear?”

Treasurer Ruhl: “Yes, it is one of those, it is a little bit of higher education jargon. So, I think you have to be careful in terms of all of that comes with some explanation and some interpretation going through the process right now with our outside auditor of producing financial statements for the university of which Purdue Global is included. Just by rough math in the fiscal year we just closed, so June 30th, 2024, we ran

about a \$4 million surplus positive. If you look at it over the last five years, there have been some positive years, there have been a negative year or two, but on balance over that period of time, the net positions improved something to the tune of \$13 million positively. So, I step back, we did not get in this thing to make a pile of money, we did not get in this thing to lose a pile of money. Sort of break-even is where we would like to be, and we are serving 36,000 working adults who otherwise would not have access to a Purdue affiliated education. From a financial standpoint, I described it to the board at our last meeting as stable and it has improved versus where we started seven years ago. So, I think we are in fine shape there and more to come when we get the audited financial statements back here in about six weeks.”

Senator Dilkes: “Thank you.”

Chair South: “Thank you, Chris. I see a question from Senator Updegraff I believe.”
Senator Kimberly Updegraff: “Thank you, I wanted to elaborate. I had a recent question from my constituents related to parking, but it was different from the one that was raised in the frequently asked questions that you already responded to. And that is that our students are having enormous difficulty. Students are limited to C parking, our graduate students, because they are less than full-time employees and they are unable to find parking including in Discovery Park, so often driving around for 20 minutes. So, it is our understanding that some of them are parking as far away as the airport and walking. And what we have observed around our building is that over the last several years, as new buildings go up, we lose substantial parking opportunities. A and B spots have been converted to metered spots. And so, it has created real difficulty for our students to find parking long enough to be in their three-hour classes to go to internships and off campus events in the morning, collect data, and then to come back and not be able to find parking for their classes. So, I wanted to just elaborate that there is a broader parking issue than I saw mentioned in the pre-reads. Thank you.”

President Chiang: “Thank you. Maybe I will quickly say one word and then pass it on to the experts here. And that is, you mentioned metered parking, some of the free potentially becoming metered. Depending on which location, I believe the ones under current conversation, none of that is Purdue owned parking. Those are City of West Lafayette and therefore the city council has the sole jurisdiction on what they would like to do or not to do and when. Now as to student parking far out and then they need transportation, especially when it is hot or cold or snowing or raining, that is a very reasonable request. And indeed, I believe as of last week, the Provost’s office has started working with the SVP for Administrative Operations Office to try to provide a solution for students on that. So, I am going to turn it to either Patrick or to Mike Cline here, please.”

Patrick Wolfe: “Yes, I think that is right, and I alluded to that earlier in this presentation. So, Kim, we would enjoy the chance to follow up with you offline. I think Mike is also here, yes, there he is. There you go, Mike, do you want to respond? You are more down in the weeds on the mechanics of some of this, so I don't want to put

you on the spot, but you might be more helpful in talking through the optionality than I would be at this point.”

Senior Vice President Mike Cline: “Sure, Patrick. Thank you and thanks for the question. I think that it would be helpful maybe to get more detail from you to talk about that specific situation and then maybe if there is a broader issue that is emerging, the way you described it, that we can look at how we can maybe take a holistic approach to address it. That would be our intent and know that sometimes construction and campus growth do change our parking. We feel we do have enough capacity on campus, but then the location of that and if that changes, it might change the daily lives, and we need to be sensitive to that. So, if you don't mind, I am glad to connect with you offline, get the details and then we will go forward from there.”

Chair South: “Thank you for that answer. And I will just put in a quick plug. We do now have a chair of parking and transportation from the Senate, so I would like to connect him with you Patrick and you Mike, just to get that synergy going. All right, just for the sake of time... Oh, we have one more question. I think this will be the last question and then we need to move on from Question Time. Senator Friedman.”

Senator Geraldine Friedman: “Thank you. I am trying to turn on my camera, but it does not want to. Anyway, I have had some concern from lecturers about whether they will have the same protections regarding free speech for teaching as regular tenure-track faculty have. These people live in a situation of precarity anyway, especially the limited term lecturers. So, they are feeling rather nervous.”

President Chiang: “I will again say just a word and then pass it on to the domain expert in this case, that would be the Provost and indeed academic freedom that the university and including the Board of Trustees articulated and reaffirmed multiple times so far this calendar year. That is for all those members, including students and the TAs as well. It is not just limited to faculty and certainly not just limited to tenure-track or tenured faculty. We also have clinical faculty and professors of practice. These are full time faculty as well. But it is not just limited to any track of faculty. It extends to all those involved in the discovery and dissemination of knowledge exercise here. Over to you, Patrick.”

Provost Wolfe: “Yes, I think that is right. And I mean, the kind of corollary of that is when we think about implications of something like SB 202. We think about that for all our instructional-facing folks. So that could be a limited term or continuing lecturer. It could be, as Mung said, a professor of practice, a clinical professor, a tenured faculty, a tenure-track faculty, or even a graduate student who is leading a section. So those same protections are a blanket for everybody who is instructionally facing at Purdue and indeed the other universities in the state. So, it is a good question and I have been thinking a little bit about how we get the word out. I realized this when we first started talking about 202 and understanding implications. It is not as simple as having one email list for everyone who is potentially impacted by 202, simply because it cuts across different groups of instructional-facing staff,

faculty, and students. But absolutely 100%, I will say one more thing, which is just when we talk about academic freedom, we also make the point often that academic freedom itself is broader, extends in a broader way, than First Amendment rights, which are already strong as you know. So, we are absolutely committed to making sure that academic freedom is a number one priority at Purdue, and that applies to anybody who is in the classroom in whatever capacity they are. So, I hope that helps, and it is a good question, and we have been thinking about how to make sure that we reach all the different constituents who are potentially impacted. Not accidentally limiting it by one or two categories, email list or something like that. I will stop there.”

Chair South: “Thank you so much. I am going to call a halt to Question Time, but I very much appreciate everyone bringing these questions from your constituents. Absolutely what this time is for. I think we need the Résumé of Items under consideration. So, the chair recognizes Senator Richards to deliver Résumé of Items under consideration.”

8. Professor Richards, Chair of the Steering Committee presented the Résumé of Items under consideration by the various Senate Standing Committees [\[Appendix D\]](#). She mentioned that the Steering Committee continues to solicit ideas from Senators and their constituents in terms of what types of informational sessions they would like to be brought forward to the Senate. She asked that those requests be sent to her and the Steering Committee will accommodate them as best we can. She also reminded the Standing Committee Chairs of the importance of an up-to-date Résumé of Items (ROI). In that way, not only can our Senators and their constituents be informed of what is happening with the Senate, but also the committees can be aware of what other committees are working on, because there are likely opportunities for synergy or things that multiple committees might have perspective on. She asked that when our most favorite person, Se’Andra, sends those requests out, please take them to heart and update them. One update to the current ROI was provided by the Faculty Affairs Committee concerning assessment of grant support across colleges.
9. Professor Chip Blatchley presented the Annual Report of the Athletic Affairs Committee [\[Appendix E\]](#).

“Just as a point of information, I believe all Senators should have a copy of this written report [\[Appendix F\]](#). So, what I am going to be presenting is essentially an abridged version of that document. A little bit of information about the committee. It is one facet of institutional control of athletics, and its origin traces back to the late 1800s, in what was then known as the... Well, still known as the Big Ten conference, but then had 10 universities in it. And the presidents of those institutions delegated oversight of athletics to the faculty. The committee is intended to represent the interests of the entire university community. Meaning faculty, students, alumni, community representatives, and senior administrators from Intercollegiate Athletics (ICA). And the basic idea is to develop champions, scholars, and citizens. There are several activities that are representative of what we do within the Athletic Affairs Committee. So, for example, we have regular discussions about topics related to the NCAA. Including rule changes and issues related to name, image, and likeness, or

NIL. We have had several conversations about topics related to composition, for example, of the Big Ten conference, and what that implies for student athletes and others. We have a lot of regular discussions about academic progress and wellbeing of student athletes, as well as personal and professional development for student athletes as they prepare for their lives, post-graduation. And those are really points of emphasis within the committee and the athletics department. We review and approve sports schedules, including missed time that is associated with various activities related to the activities of the student athletes. And that includes a review of needed academic recovery plans when waivers are being granted. We examine also changes to Purdue rules and regulations that affect ICA. And then we select recipients of conference awards and honors, which at least personally speaking I have to say is a real pleasure, just reviewing the applications that have been put forward by the coaches of the various sports, and the remarkable people that are being represented.

“This slide provides an illustration of the links between the Athletic Affairs Committee, the composition of which is summarized in the central box, and I will talk about more in the next slides. So, there are clear connections to the presidents of the universities through the faculty athletic representatives that I will talk a bit more about in a few minutes. But there are also connections to the Senate, through the Student Affairs Committee representative. There are connections to the student athletes as well as to the coaches and staff. And then there is input that is provided from the Big Ten and the NCAA that is considered within the committee. So, this is a breakdown of the current membership of the Athletic Affairs Committee. There are five members that are appointed by the Senate to rotating five-year terms. There is one faculty member liaison from the Student Affairs Committee of the Senate, and two faculty athletic representatives who are appointed by the President of the university. There are two student members, one appointed by the President, with input from student government, and one student athlete appointed by Intercollegiate Athletics. There is a university administrator appointed by the president who serves in an ex officio capacity. Two alumni representatives appointed by ICA, one community representative, also appointed by ICA, and then there are several representatives of Intercollegiate Athletics within the administration, including Mike Bobinski who is not able to join us today because of a previous commitment, Tiffini Grimes, Ken Halpin, Ed Howat, Tom Mitchell, Calvin Williams, and Peyton Stovall. So, the representatives from the faculty include me as the chair. The student affairs liaison is Tae Hong Park from the music department. The other Senate appointees are Rachel Clark from HHS, Matt Conaway from bands and orchestras, Kyle Haynes from Political Science, Kathy Martin from Education. And the two faculty athletic representatives are Marcy Towns from Chemistry, and Phillip VanFossen from Education.

“The next several slides provide some statistics about student-athlete academic characteristics and performance. So, this one provides a breakdown of enrollment by school or college. And you can see the statistics for the fall 2023 and spring 2024 semesters. And you see that there is not much difference between them in terms of enrollment among these various schools and colleges. And if you go back to previous years and consider the enrollments among these same colleges and schools, these

numbers are representative of what we have seen in the past. So, there is not really a lot of change that takes place here. This is an illustration of various statistics related to academic performance for student-athletes in the middle column, and the general campus in the column on the right. So, if we consider, for example, the first row, a semester GPA, you can see what the collective average semester GPA was for the spring 2024 semester for student-athletes. And then in the right-hand column, we see a similar statistic for the total campus. And then reading down through the table, you see similar comparisons that are presented for cumulative GPA, semester GPA above three, academic honors, perfect GPA, fraction of students being placed on probation, and those that are dropped from Purdue. Again, the comparisons are presented here for student-athletes and all students on campus. This is getting a little bit more into the granularity of these data, looking at a breakdown for the spring 2024 semester by sport. So, we see collective information for all the student athletes participating in each of these sports. And you can see what the average is for the spring 2024 semester for each of them. And in the lower right, you see totals for all student athletes, again for the spring 2024 semester. And then a total for the entire student body. So again, a comparison is provided there. And then this is a comparison of the student athlete graduation success rate. So, this is a fraction or percentage of students who graduate within six years. And the comparisons that are being presented here are broken down by sport for Purdue and for NCAA. In other words, all NCAA institutions. So, you can see, presented on this slide and in the written report that I believe you all have access to, are these statistics that compare Purdue to our peer institutions within the NCAA.

“This is a summary of some initiatives that are being taken up by the Athletic Affairs Committee. A top priority obviously is to ensure that the university is looking after the welfare and interests of the student athletes by providing academic support, addressing issues related to NIL, career development, and personal support, will continue to review competition schedules and what that implies in terms of missed class time. And that is particularly relevant, given the changes that have taken place recently in the Big Ten conference, and what that implies for student athletes and others that are involved. There are regular updates on student-athlete, personal and professional development programming. And then lastly, there are updates on maintaining this positive public image of Purdue athletics. With that, I will stop, and I will attempt to answer questions. But I will just say, full disclosure, if there are any hard questions, I am probably going to deflect them to other members of the committee who are in attendance at this meeting.”

Chair South: “Thank you so much. We have time for questions, and I see one already from Senator Zelaznik.”

Senator Zelaznik: “Thanks so much. I just have a question about attendance. I know that students are allowed to miss X number of classes per semester by sport, but I remember a couple of years ago, and I did write to the committee about this, we had a home football game on a Friday night against Northwestern. And I teach a Monday, Wednesday, Friday, 9:30 in the morning class. And a student told me that he was not going to be in class at 9:30 because he had a football game. And I of course said, ‘It’s

a home game and it's 7:30 at night. You're not going to be getting dressed for football at 9:30 in the morning.' And he said, 'No, we're going to a hotel Thursday night, and I'm being told that I have to be at all these football functions,' or whatever. And I thought for a student who's a student, and then a football player, that just seemed like a silly tradition that the football team was allowed to do. And I questioned it, and I was told that football does not miss enough days, so it is basically not an issue. And I just think we need to be a little more diligent overall in questioning what the academics of the student's attendance can be optimized with reference to certain traditions in our money-making sports. Thanks."

Professor Blatchley: "Yes, thank you, Howie. I don't think I can answer that question, at least not appropriately. I wonder if I might be able to divert that question to other members of the committee who perhaps have more experience than I do regarding that."

Senior Associate Athletic Director Ed Howat: This is Ed Howat, and I oversee the student services area here. Football has traditionally requested the day of their weekday games, which just started maybe a few years ago. Within the Big Ten where we are playing Friday night games, when the team does report Thursday to the hotel and begin their team meetings, they have asked that they remain with the team and be together and go through their traditional game day routine. Again, with football, and I believe Professor Zelaznik answered that with, or discussed it with the number of missed class days that football has. It is usually between four and five, depending on where the away schedules are. So, it is well under the nine that is permitted each semester by our missed class policy. So that is the reason."

Senator David Nalbone: "Yes, thank you. My question is pertaining to the metrics you presented. From what I saw, student athletes were slightly below campus average on all measures. Not a huge amount, but not surprising. But when it comes to the metric drop from Purdue, they were at 2% versus 9%. So, I'm wondering is there a different standard there, or what else might explain why the drop rates are substantially different for them?"

Professor Blatchley: Just as a point of clarification, let me just check that for a second, I believe that was... Where is that number? It's 0.2% and 0.9%. Not two and nine. Just to clarify. I'm not sure that that answers your question. And honestly, again, I'm not sure that I'm the right person to address that question."

Chair South: So basically, the point is it is very low, 0.2, not 2%."

Professor Blatchley: "0.2% and 0.9%. Yes, both numbers are low. I mean, I cannot provide a clear reason for why the athlete numbers are lower than the general campus. I will say that the student athletes are provided with a fair amount of support in their academic careers. I would hope that that would contribute to their academic success, but I am not sure that I could link that one to one to say that there is cause and effect. But I would certainly expect that that would play a role there. But I am not sure that that is answering your question."

Senator Nalbone: Yes, that is a good start. Thank you.”

Chair South: “Any other questions? Okay, seeing none. Thank you, Chip, for presenting this report to the Senate today.”

Professor Blatchley: “You are welcome. Thank you.”

10. Vice Provost for Faculty Affairs Sunil Prabhakar was invited to update the Senate on the hiring and recruitment processes for Purdue University [\[Appendix G\]](#).

Chair South: “The Steering Committee requested that the Vice Provost for Faculty Affairs speak today. And just to give you a sense of what we asked him to speak on, we asked him to speak about hiring and recruitment plans, the Dream Hire process with data on rank, gender, and how this compares to traditional hiring numbers, update on ratio of clinical versus tenure-track faculty, and how Purdue relates to peer institutions, faculty breakdown by college, and the status of startup support. So those were the parameters that the Steering Committee gave Vice Provost Prabhakar. And I will turn it over to Sunil. Thank you.”

Senior Vice Provost for Faculty Affairs Sunil Prabhakar: “Thank you very much, Chair South. It is indeed a pleasure to have this opportunity to share this information with the Senate. I think we could move to the next slide, please. Let me start by saying that the slides I am going to present here will not necessarily address all the questions that were raised. Not because I don't want to, but because many of them require more data and analysis. And I am happy to come back at a later time to talk about some of those. But first, let me start by talking about the outcomes of faculty hiring from last year. As you may know, we had three different types of searches going on or hiring practices going on last year. We had the regular hiring, which is based upon an advertised search, which we were using primarily to target junior tenure-track faculty and clinical professional faculty. These were the two categories. And the third one, of course, is the newly introduced movable Dream Hires, which we also refer to sometimes as the talent-based hiring opportunity. So, the outcome from last year was that for topic-based searches for tenure-track faculty, 66 faculty were hired through this process. Primarily junior faculty, but it does include some searches which we're looking for senior faculty as well. But primarily these are junior faculty. And then on the movable Dream Hires process, again, just to remind everyone, this is not a search-based process. The idea here is that our searches are often constrained by certain topics that we are looking to fill expertise. But the Dream Hire process is our opportunity to actively recruit individuals that we know raise our profile and would be excellent hires for us, but perhaps do not have a perfect match with one of the topic-based searches that is underway. Or that they are unlikely to be interested in applying for a search because perhaps they are very happy with where they are today.

“This is more of a recruitment exercise, and so does behave rather differently than a search. I am happy to report that every single college participated in this process. It is

very much a bottom-up process where any faculty member can provide a recommendation or a name, nominate somebody for a Dream Hire. And then that goes up through the process of being vetted by the department leadership, by the faculty in the department, and then up through the college. And then also finally is reviewed and considered by the Provost office. It is very much bottom-up driven, and it is not in any way the other way around. I am extremely happy to report that we had 14 faculty hired last year through this process. These are all tenure-track faculty. And I know that you asked for gender and rank breakdown of these. One difficulty with getting the rank information is that unlike a search where we do ask applicants to provide with their consent, demographic information, including gender, these are recruitment exercises. And so, we don't collect gender information directly. Now we can go back and ask them, and with their permission, share what they choose to share with us. But we do not actively collect this, because these are not searches. Certainly, we know the ranks. So, of the 14, eight faculty were hired into an associate professor rank. And six individuals had the full professor rank. In addition to these 14 faculty members who were hired last year, of course, this was the result of a very extensive exercise where many opportunities were explored but did not end up yielding hires for us. So, 41 additional efforts were underway during the last year that have now come to a point where we realize that it is not proceeding further. At the same time, the Dream Hire process by its very nature, is not tied to our usual timelines. And so, it remains an evergreen hiring opportunity for us. So even as of now, there are 28 actively pursued opportunities that are being pursued across the university and we realize that individuals that we are pursuing might not be interested or maybe we change our mind after engaging a little further, then we continue to replace those individuals with others who again, meet the high bar that we are looking for here, but also allowing us to continue to constantly hire with this process. And then finally, on the clinical/professional faculty side, last year we hired 72 new faculty. These are all based upon searches, which is the normal process for tenure-track faculty. Now hiring for next year has been shared, the allocations approvals have been shared with all the colleges. And so those hopefully, will be now leading to searches, where appropriate, being started and the continued engagement in the dream hire process.

“In terms of the makeup of our faculty, these are the data that show us the breakdown between tenure-track and clinical professional faculty over the years. As you can see, overall, we have seen growth in both numbers and I will point out that from 2019 to 2023, we increased by about 53 tenure-track faculty and increased in number by about 116 clinical/professional faculty. So overall, the percentage of clinical faculty to the total faculty, that percentage has grown from 11% to now, 15.43% in 2023. Now, to do fair year-on-year comparisons, it is important that we use the same data, which is the reason why the 2024 numbers are not here yet. These numbers are calculated after what we call the new faculty survey, which is typically conducted in September, October timeframe. So that is currently underway, and once we have that, we will, of course, have new data to report for the 2024 year.

“In terms of when we talk about the situation about faculty composition across colleges, slide #4 shows two sets of data. One is the same bars that we just saw for

numbers of tenure-track and clinical faculty, which are the bars that you're seeing there. The gold portions are the tenure track-faculty, and the black portions are clinical professional faculty. But also, in addition to that on this graph, the line graph there shows the student to faculty ratio for each of our colleges. This is breakdown by college of the 2023 data, our latest data. So, As you can see here, again, great variability in terms of student faculty ratio across the university, but also, not always, but closely tied or correlated with the overall size of the faculty in the different colleges.

“A few points I would like to make here. One important point to note is that in some areas, I could pick, let us say if we look at veterinary medicine, the percentage of clinical professional faculty is at 38%. So that is a very high number. The same is true in health and human sciences, but these are areas where the important point to note here, I think, is that we are counting clinical and professional faculty together. And the two groups of faculty, clinical faculty in particular, have a very special role in certain disciplines, especially in disciplines such as veterinary medicine where we have the hospital, in nursing, where there is actual clinical practice being conducted by these individuals. But also, in terms of training our students, accreditation for these programs requires a certain ratio of clinical faculty to students. In fact, these are some of the areas where we must grant exceptions to our overall percentage limit on clinical faculty to allow them to have sometimes even as much as, or more than 50% of their faculty to be clinical. And if we would not do that, that would create huge challenges for us in terms of accreditation for these programs. And it is not surprising. I mean, these are areas where there is true clinical practice and they behave in some ways, like what you might expect at a medical school where you see a larger proportion of clinical faculty than you do perhaps in other parts of campus. That is one important point I wanted to draw out here, that is just, I would say, an artifact of the grouping that we have chosen here to calculate this ratio. It seems unfair for us to hold disciplines such as nursing and veterinary medicine or speech, language and hearing sciences to this overall cap when the nature of their discipline and the accreditation of their professional programs requires a much higher percentage of clinical faculty who provide a kind of service and educational experience that only they can provide. So just a point I wanted to highlight here with these data as well.

“You asked a question about the change in the funding for startups and its implications. Let me just broaden that just a little bit to not just include startups, but also our support for dual careers and faculty retention. So, as background, this last year, we made a small change. I will say small, and I'll explain why I believe it is a small change. We made a small change that support for startups, dual careers and faculty retention, which earlier was done in a formulaic method, was going to shift so that colleges would carry a larger proportion of that share rather than it coming with the old formulas. And I think the important point, the reason I dare say that it was a small change, was that this is just reflecting the reality of where funds are held within the university. The colleges are where the surpluses largely reside just because of the way in which we manage funds. And overall, the intent of this is in no way to change our level of support for either startups, for retention or for dual career programs. And

any college that is not in a fiscal position to afford these components, the changed expectations, indeed, they are able to request support from central funds and have been receiving that support. In fact, if we look through last year, there is not a single instance where we were unable to provide that right amount of startup support or a dual career support or support for faculty retention as compared to the previous model because of this change in how we fund or where the money comes from. So really, as an institution, our commitment continues and we have not fallen short, as far as we can tell, on these important pieces, but all that is changing is how that money is flowing within the university.

“For dream hires, there is a special model which explicitly provides central cost sharing for both salary and for startup. And so that is something that we felt was important because of the expectation that to attract these high-caliber individuals to Purdue, it is going to take extra investment.

“Overall, I just wanted to reemphasize that startup and salary for all hires, and this is not just the dream hires, but for all hires, are based upon recommendations from the deans and the department heads who are thinking about equity and competitiveness when they are making these recommendations. And there is great consideration not only to our being competitive in that marketplace, but also equity for our current faculty.

“I think one change that I believe was introduced last year was more of a one-team approach to addressing both lab and space needs for faculty, not just the dream hires, but for any faculty member. As Provost Wolfe has said, many times, we will not lose someone because we were unable to marshal the resources that are available to us because of silos or other constraints. And so there has been a team effort, and I think that has paid off at this, one example of a dream hire that we perhaps would have had a very tough time recruiting that individual had it not been our ability to really work across our usual boundaries and find the resources necessary to attract her to Purdue. But anytime we are doing this, we are always looking to put the best resources available to us at the back of faculty members, current faculty members, and the faculty we're hiring. And yes, sometimes that does mean reallocation, but it is reallocation of underutilized resources rather than starving our current faculty just to obtain higher grade individuals. If you ever see that happening, please do bring it to our attention. We want to make sure that that is never the case.

“In terms of concern about dream hires resulting in salary inequities, we are always expecting that when we hire someone, we are paying them at a level that is commensurate with their caliber, with their achievements and their stature. So, if those hires are causing an issue, we have multiple ways of catching that. But every year the Office of Institutional Equity does conduct an annual equity salary study, and the results of those are shared with department heads who are expected to study that, and individuals who are outside the norm are flagged during that study for either an explanation or for department heads to check and make sure that the salary is at an appropriate level. And then of course, as we already been mentioned by President Chiang and Provost Wolfe, we have ongoing faculty retention programs.

But in addition to that, last year we introduced a preemptive midyear faculty retention salary increase program for high caliber faculty. We will be continuing that again this year. With that, I will stop and be happy to take questions.”

Senator Stephen Martin: “Thank you for your presentation. A couple of times you referred to a cap or the percentage of clinical faculty, if that is a number, what is it?”

Vice Provost Prabhakar: “Yes, this is a number that we have, it is self-imposed, it is 20% currently for clinical professional faculty. And it applies to that grouping together of clinical and professional faculty as a ratio of all faculty.”

Senator Nalbone: “Thank you. I am at the Northwest campus, and I have on several occasions requested an annual salary equity study be done across the institution, that has been turned down. I am wondering is there a Purdue system-wide policy on that? And if not, can we get one done at this campus?”

Vice Provost Prabhakar: “I will look into that and get back to you on that one. I don't know if Vice President Rollock is here because her office conducts that, but if not, we will get back to you on whether or not, what might be the reasoning there. And if not, if there is no reason not, we certainly can, I think, look into doing that for all campuses.”

Senator Jonathan Bauchet: “Thank you too, for the presentation. I have a question about the statistic about the 66 regular tenure-track faculty that were hired last year. I have partial appointments in two different departments in two colleges and in both colleges, the word that I heard from department heads and above was that there was no tenure-track hire. And in fact, I don't know of any tenure-track hires in these colleges in the last year. Would you be able to tell us a little bit about what college were the 66 hires in and how did the university, make the decision on what is the logic behind apparently some colleges getting more hires than others?”

Vice Provost Prabhakar: “Indeed, the hires were spread across almost all colleges, but there were some colleges in which there were not any tenure-track hires through a search last year. Partly because of the candidates that we saw, partly because they were instead looking for dream hires.”

Senator Seema Mattoo: “Thank you Vice Provost Prabhakar for that detailed information on all the faculty hires. One of the questions I had sort of relates to Dr. Bauchet's question, but it is mainly about the dream hires. Would you be able to give us some kind of breakdown about the colleges that the dream hires that are being pursued are currently going on for how successful we have been across individual colleges in recruiting such faculty?”

Vice Provost Prabhakar: “Well, I can certainly present detailed information later, but a few things. One is every single college participated in the Dream Hire program and pursued individuals. Of the 14, not every college hired a dream hire last year. Off the top of my head, engineering had five, vet med had two, liberal arts had two, ag had

three. I am sure I am forgetting others. It was different outcomes across the colleges, and it really is being driven by the opportunity and each one of these is a one-off case. And so, one question to ask is what are the factors that lead us to not being successful, or what are the factors that lead us to being successful? I think sometimes these individuals are highly successful, very comfortable with where they are, so they tend not to be open to moving. And so, the inertia is strong and maybe the impetus needed for them to consider this might be just too large for us to afford. In other cases, we have had individuals who have been retained by the institutions that we had one case where it was a yes and then later down the road, they rescinded their acceptance. The institutions that they are at are currently also eagerly, understandably holding onto them very strongly. Other times, it is the location and the usual mix that you might expect for trying to attract someone to Purdue University. What works well is certainly, of course, our reputation is a prime driver. The vision and direction of the university are important, too. But in addition to that, largely it is I think the successful cases have been when there is either a personal reason that somebody is willing to move to the area, or we have got faculty members who essentially take that case and really work hard on trying to recruit the individual. I think individual engagement from faculty members in this process is where we see the best success.”

Senator Katie Jarriel: “Thank you for the presentation. And I do apologize for not being in a place to turn on my camera right now. I was wondering if you could provide some numbers for the Honors College and for libraries, since both of those do have representation in the Senate?”

Vice Provost Prabhakar: “So I don't have that ready right in front of me, but I can certainly follow up with that.”

Senator Brian Dilkes: “I do have a quick question about the 66 as you call them, I think, topic-based hires. Do those positions include, like in College of Agriculture, we had, I believe, four tenure lines available last year, two of those went to department head searches, two of those went to normal searches. Is that 66, would that be exclusive of the department head searches or the department heads inside that?”

Vice Provost Prabhakar: “It is inclusive. So that does include head searches as well.”

Senator Dilkes: “So that would indicate, I mean to me, those are not topic-based searches. That is not based on their research area. So, it would appear that, I mean obviously more than 100% of the tenure-track positions went to clinical, but even more than that, if ag is of any indication, I mean, we had half of our searches go to department head searches and had other department head searches that were limited by a smaller number of tenure lines available. This seems like quite a constriction and perhaps even threat to the health of the university and college.”

Vice Provost Prabhakar: “Ag would be atypical in that half of those searches were department heads. But yes, indeed. I mean there were some several department

head searches ongoing. And maybe the right category here would be, it is search-based but hiring tenure-track faculty.”

Past Chair Leung: “Thank you. Well, I think I have a kind of softball question because it is for a later date. Purely on the topic of compensation, I wonder if you might share with the Senate what the secret sauce is for calculating the annual merit raise pool against factors like inflation, changes in our healthcare contributions, those kinds of things? I know at Purdue we have been privileged or we have earned it by having had a series of raises, so it is not coming from a complaint space. I am just wondering if we might be able to see behind the curtain. And I am asking that because I know some people feel like, ‘Oh, I got this in, this came so much in the merit raise pool to me.’ And then when they sit down and realize, oh, their healthcare contribution has changed, inflation has changed. How does the university take all those things into consideration? And I don't expect you to answer that today, but I wonder if at a future date in this academic year, we could hear about that?”

Vice Provost Prabhakar: “So thank you for that question. I am not the right person to address that. I wonder if Chris Ruhl would like to take an initial attack at that, or we just revisit it later with more information?”

Treasurer Ruhl: “Yes, we can certainly revisit it. I mean there are, I don't know, 10, 12 things. I am not sure there is any sort of veil behind the curtain or any secret sauce, Brian, I mean, there is a whole series of factors, but we would be happy to sort of get the list and share them at some point. But let me confer with Amy Boyle on our HR side.”

Chair South: “I am going to take the opportunity, Sunil, to ask you a question about the faculty to student ratio chart that you showed. Was that for major students who are majoring within that college?”

Vice Chair Prabhakar: “Yes, that is a great point, Chair South, that this is indeed just the undergraduate students to faculty ratio that are majors in that unit. But there are other important factors such as service, teaching and graduate students. And those are not captured here. This is just a very, very quick way of just looking at where is the match between the student body and the faculty as well. So that was the purpose of just adding that piece of information.”

Chair South: “Other questions while we have the Vice Provost? Well, seeing none, I want to thank the Vice Provost for this presentation. Very helpful. Thank you for coming today.”

Vice Provost Prabhakar: “Thank you.”

11. New Business

There was no New Business from the floor.

12. There being no further business, the meeting was adjourned at 4:23 p.m. Chair South wished everyone a 'Good Evening'."

REMARKS OF THE SENATE CHAIR

Senate Leadership Survey for Senate Operations

- Total # of responses: 65
- Question: In person or zoom?
 - 26% in person
 - 74% zoom
 - However, minority suggested an in person meeting at least once
- Question: Procedural changes
 - Getting documents earlier
 - President answer questions during Senate meeting
- Question: Senate Meeting/Committee topics
 - Enrollment/tuition/housing
 - Budget
 - Hiring (Dream hires, clinical track)
 - SB202

Senate Leadership Survey for Senate Operations

- Question: Senate Engagement
 - List of goals/metrics for Senate
 - More engagement by a variety of Senators from different Colleges/Constituents
 - Senators should come with questions from Constituents

Senate Leadership Survey for Senate Operations

- Be Involved
 - Poll your constituents in advance of Senate meetings and Senate committee meetings
 - Stay engaged with your constituents—attend faculty meetings as Senate rep
 - Come to Senate meetings prepared with questions, concerns, and things that are working well
 - Share Senate newsletter with your constituents after each Senate meeting
 - Prepare documents for Senate Discussion and Action
 - Sec. of Faculties Joe Camp is your guide here





THANK YOU!

senate-chair@purdue.edu

Some of New Records in FY24

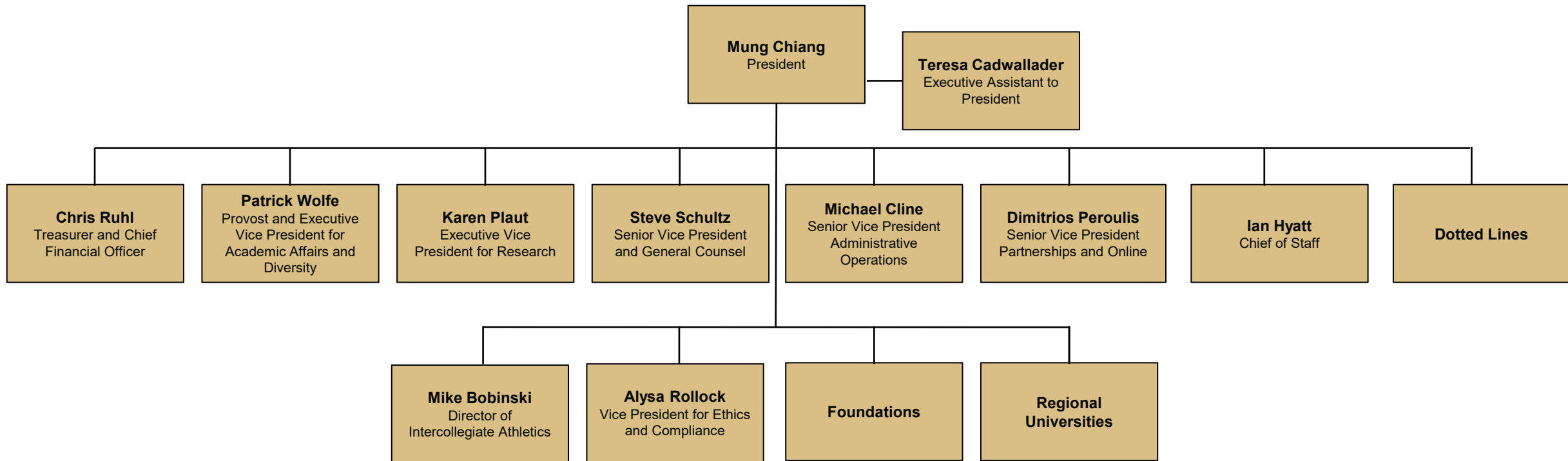
1. Research awards \$647M
2. Philanthropic giving \$621M and donor count 85,421
3. Faculty awards 40, citations 435,087, books 60
4. Undergrad applicants 78,522, admissions <50%, yield rate >29%
5. Graduation rate 67% and 84%. New degrees/credentials 82
6. Online enrollment 21,200
7. Patents issued 290 and licensed 224
8. Three out of three wins in national hubs competition
9. Largest single economic development in state history
10. First national championship game in Men's Basketball since 1969

Some of Ongoing Effort of Support

- Enrollment reduction
- Mental health support and student experience enrichment
- Transportation convenience and safety
- Physical facilities construction and renovation
- Research infrastructure investment (SPS, IT, data center, PERA)
- Faculty mid-year raise, staff Bravo+, grad stipend, student hourly rate
- Faculty national awards and SPARK support
- Presidential grad fellowship. Doctoral student mentorship expansion
- Paperwork reduction (e.g., use of AI, one fewer signature)

One Fewer Signature: Since May 2024

- Non-Pay Employee Data Changes
- Capital Variances (R&R)
- Procurement Ad Hoc Address
- TeamDynamics
- Termination Actions – Business Office
- Property Accounting Forms
- Voluntary Support
- Personal Payments
- Ariba Purchase Requisition
- Payee Certification and SubW9
- Purdue Online Rate
- Post Award – Rebudgets, No Cost Extensions, Residual Forms, Notice to Proceed



Purdue University Partnerships and Online

Dimitrios Peroulis
SVP, Partnerships and Online

September 9, 2024



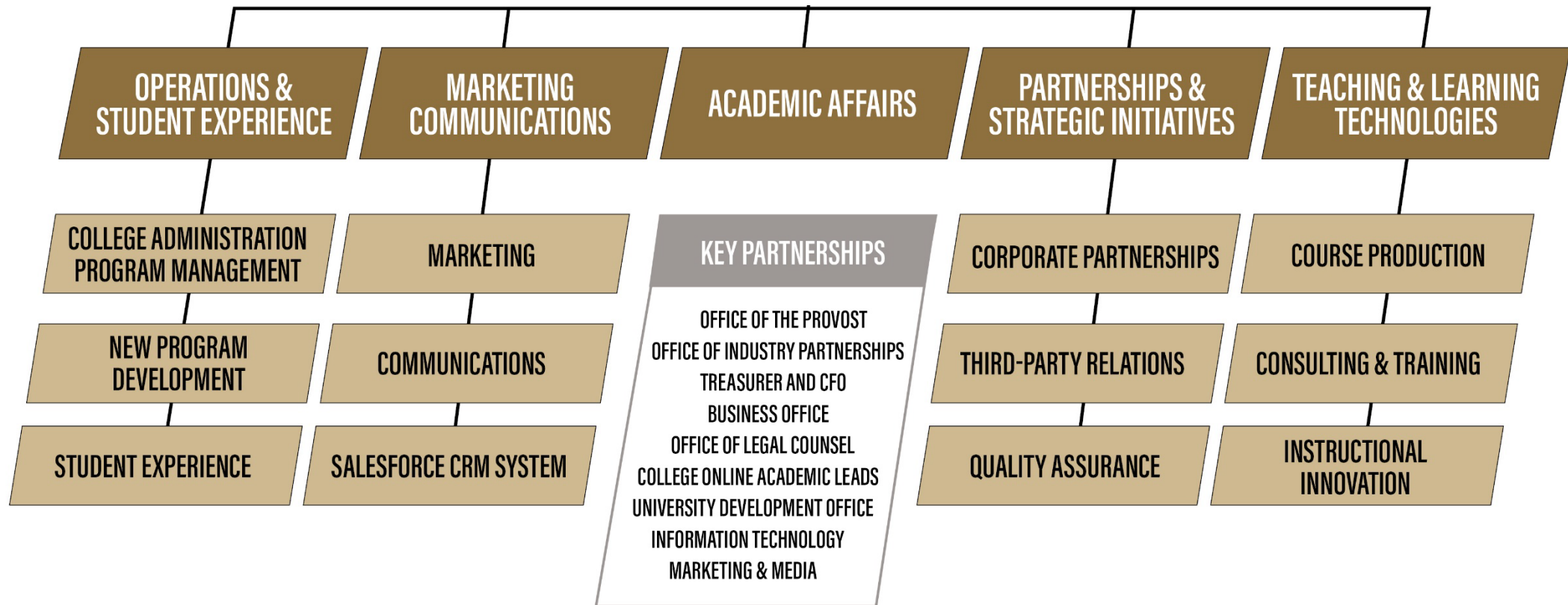
A dark, low-key photograph of a large, multi-story building at night, likely a university building. The building has a prominent glass facade on the left side and a brick facade on the right. The text 'Online Programs' is overlaid in white on the right side of the image.

Online Programs

Purdue University Online Programs: Taxonomy

- Credit-bearing Programs: Grad-level degrees and (stackable) credentials
 - *5,245 enrollment (Spring 2024)*
- Micro-credentials/digital badges: All-levels, non-degree-seeking students
 - *15,955 enrollment (Spring 2024)*
- Primary audience: working professionals
No overlap with residential graduate student population
- Residential WL students: online courses during summer internships, global experiences, learning while working, etc.
 - *12,934 students; 12,086 UG + 769 GR + 79 PR students (Spring 2024)*

Full-Service for Many Top-Ranked Offerings



Shared Services for Finance, Legal, and Institutional Data (IDA+A)

New Program Development Team Updates

5,245

CREDIT BEARING ENROLLMENT
(+23% YOY)

17%

ENROLLMENT FROM
UNDERREPRESENTED MINORITIES

15,955

NONDEGREE-SEEKING
STUDENTS

8.5%

ACTIVE DUTY MILITARY AND
VETERAN ENROLLMENT

19.7%

INCREASE IN NEW STUDENT
ENROLLMENTS (SPRING 24 OVER SPRING 23)

22%

INDIANA
RESIDENTS

- MS AI and Foundations of AI Graduate Certificate launched in August 2024 - **95 new students** (as of 8/28)
First pan-Purdue degree (residential or online) – all 11 Colleges contribute
- MS in Data Science launching in Spring 2025 – second pan-Purdue degree

Office of Industry Partnerships (OIP)

Cristina Farmus (interim VP)

Industry Partnerships

Align stakeholders
pan-Purdue (VPR,
Colleges, PARI, PRF)
and corporate
leaders, alumni

Focus on Purdue
Strategic Initiatives,
large programs

R&D

Philanthropy,
Scholarships,
Unrestricted
Giving

Talent
Development,
Recruitment

Economic
Development,
Place Making
(with PRF)

Support
Purdue's mission
through holistic
corporate engagement

For Top 100 Corporate Partners:

Monitor company activity, define strategy, set Purdue wide goals, manage interactions and visits, connect with faculty, support proposal development, route MRAs and large GIK, collect letters of support, update stakeholders, track KPIs

Pan-Purdue Industry Partnerships – FY 2024 Highlights

- [Purdue - Lilly Alliance](#) - \$50M, 5 year extension
- [Heartland BioWorks Hub](#) - \$51M CHIPS funding
- SK hynix \$3.8B investment in Purdue Research Park
- \$1M funding for workforce development, [STARS](#)
- [CORIA](#) – named global industrial tech center
- Launched AI Executive Education program for Fortune 500 companies
- Caterpillar leasing space at Convergence, growing research investment
- Working with Amazon, Apple, Cisco, Dell, Google, to attract R&D and grow other collaborations

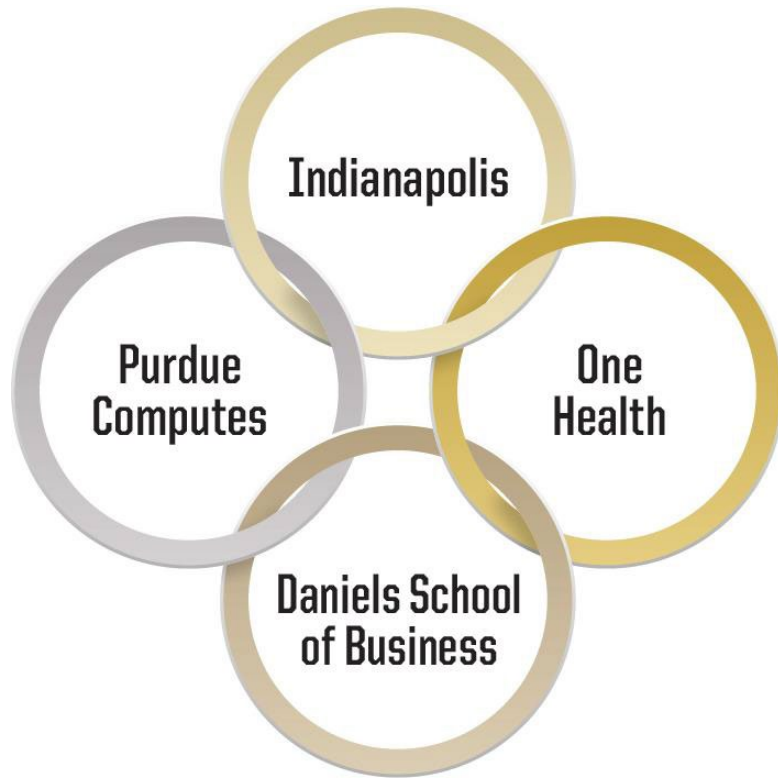
FY 2024 OIP Total Production

\$154M (including gifts in kind)

300+ Companies engaged

53 Master Research Agreements

Office of Industry Partnerships – FY 2025 Activities



- Overall
 - Connect better with faculty to support large opportunities
 - Define strategy for each company in the Top 100 Corporate Portfolio
- AI – Contribute to engagement based on IPAI priorities, data centers, R&D and WFD; expand AI Executive Education program
- One Health – Focus on established strengths (Lilly Lebanon \$9B investment) and emerging initiatives (radiopharmaceuticals)
- DSB – Define strategy for key companies; boost philanthropy and student experiences; support integration of business and STEM programs
- Indianapolis: Secure guaranteed internships, grow R&D interest, engage top Indiana private and public companies

Office of Engagement

Roberto Gallardo (VP)

NEW ARMSTRONG HALL OF ENGINEERING

Purdue University Office of Engagement

2023 - 2024

- **Launched the Purdue Broadband Team**
- **Launched the Carnegie Reclassification Task Force**
- **Chair the Purdue Childcare Task Force**
- **Managed the Purdue United Way Campaign (raised \$718,000)**
- **Served on the Future of Extension Task Force**
- **Published Purdue University's Community Engagement Framework and Protocol**
- **Launched the Engaged College Program**

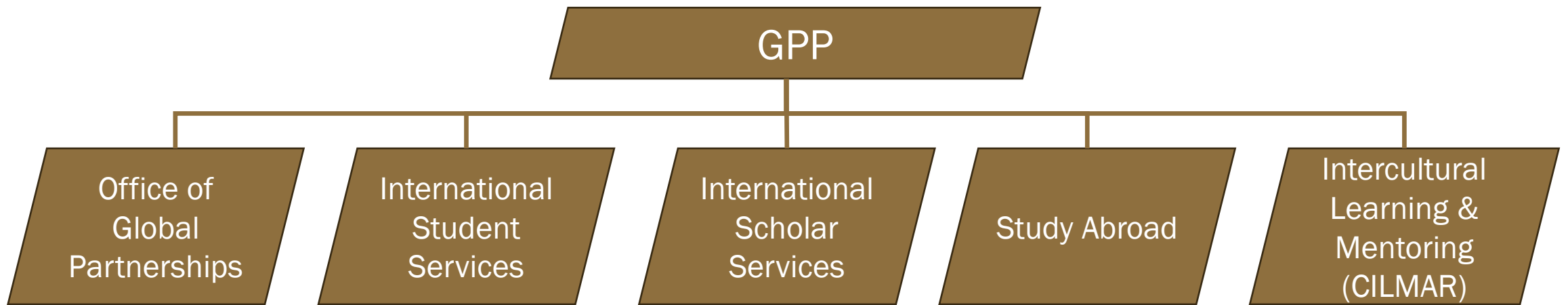
Purdue University Office of Engagement 2025

- **Complete Engaged College Program**
- **Submit Carnegie Reclassification Application**
- **Launch NEW Engagement Awards**
- **Organize the 2025 Community Engagement Summit**
- **Launch Scholarship of Engagement professional development resources**

Global Programs & Partnerships (GPP)

Vijay Raghunathan (VP)

Global Partnerships and Programs (GPP)



- Global Academic Committee (GAC) – provides recommendations to Purdue leadership on global strategy and operational academic matters
- Global Resource Committee (GRC) – provides policy & operational guidance regarding compliance, risk, and liability issues related to global activities

Purdue University: International Profile

- 9407 international students enrolled + 2465 students on post-completion benefits (optional practical training)
 - *8th largest among 4000+ U.S. institutions, 3rd largest among public universities*
- 18% of total students enrolled are international, 127 countries represented
 - *10.2% of undergraduate students, 44.2% of graduate and professional students*
- 1514 international faculty and staff representing 84 countries
- Top 10 countries of origin for students: India, China, South Korea, Taiwan, Nigeria, Colombia, Bangladesh, Canada, Vietnam, Pakistan

GPP: Highlights and Upcoming Plans

- 465 active partnership agreements (LOIs, MOUs) in 80 countries
- 2000+ students participated in study abroad experiences
- Gilsdorf scholarships: 4 displaced scholars on full-ride scholarships
- New campaign “Global Leaps for Global Impact” to launch in FY25
 - *Quarterly newsletter, annual report to global alumni*
 - *Annual global lecture series*
 - *Global fellows program for faculty*
 - *Global ambassadors advisory board*
 - *\$1M per year in Global Leaps Study Abroad scholarships*
 - *Increased emphasis on fundraising with global alumni, friends, and corporates*



P PURDUE
UNIVERSITY

Online

P PURDUE
UNIVERSITY

Online

purdue.edu/online

P PURDUE
UNIVERSITY

Online

P PURDUE
UNIVERSITY

Online

Thank you!

HAIL PURDUE

Questions

Dream Hires.....

The stated University goals of dream hires and being ranked in the top 5 nationally are fundamentally inconsistent with the gutting of University programs to enhance the diversity of the workforce. I'd appreciate hearing how the President reconciles this inconsistency.

Now that the first year of the Dream Hire experiment is done, how many hires did Purdue make campus-wide through this process? How many additional faculty did Purdue hire last year outside of the Dream Hire process? How many faculty did Purdue hire through open-hire processes the year before the Dream Hire strategy was adopted?

The "Dream Hire" process is at philosophical odds with the open hire process. An open hire process is set up to provide equal opportunity and equal access to all candidates through a transparent post, search, screen, and selection process. The Dream Hire process, by contrast, appears to be a way for powerful people in departments to hire their friends, with no transparency or accountability. The "tell" is how the Dream Hire process is not allowed to be called a "search" - because there is no search. What safeguards has the administration put into place to make sure that decades of efforts to make faculty hiring fairer are not in vain?

NCAA Payments to Athletes.....

The proposed settlement in House v. NCAA envisages schools like Purdue paying (NPR, May 24, 2024) "around \$20 million per year directly to athletes," and (NYT, July 26, 2024) "The N.C.A.A. is leaving future payments to athletes up to individual schools, saying the payments would have to comply with Title IX, which is administered by the Department of Education."

Title IX (NYT) "requires equal opportunity for men and women in college sports." How does Purdue plan to develop a system of payments to college athletes that honors the principle of equal opportunity for men and women college athletes?

SB 202 / PL 113.....

What are the legally compliant tools by which Purdue seeks to assess faculty on our intellectual diversity, and what is their crystal-clear guidance to assure us that this review will not be arbitrary, ignorant, or in any way related to political retaliation?

Given the coming reduction in admissions and reports that the majority of stem majors do not work in stem jobs (<https://www.insidehighered.com/news/global/2024/02/09/few-stem-graduates-pursue-jobs-or-careers-related-fields#:~:text=Arguably%20the%20most%20startling%20statistic,work%20in%20a%20STEM%20job>).

What steps is Purdue taking to ensure that we invest across arts, humanities, and sciences, and thus we do not become a narrow technical institute?

How is Purdue working with unionizing efforts to ensure that we remain a competitive employer in this changing labor climate?

Staff and Tuition.....

Given the continued tuition freeze, what implication will the costs of the Purdue campus in Indianapolis have on West Lafayette? Specifically, what student services have been reduced or cut?

How long will the faculty hiring model utilized over the last two years continue? What implication do you foresee on our junior to senior faculty distribution?

Parking

A colleague asked about the parking spaces reserved for undergraduates in the University Street Garage. The great majority of those spaces stand empty. Can the apportioning of spaces to undergraduates in this garage be revisited? The need for undergraduate parking there seems to have been overestimated.

Housing

"Dave Bangert's Substack recently included this note about the university using off-campus housing for on-campus students (via what they call master leases).

""The university has roughly 1,000 beds set aside for students in Purdue housing through master leases with apartment complexes in and near West Lafayette. Those leases, according to contracts that cover this year, include standard language about the expectation that Purdue's tax exemption on properties it owns will follow master leases when the rooms are used as de facto university dorm rooms, as allowed under state law. (At least some of Purdue's master lease contracts include provisions that the owners will channel what they would have paid in property taxes on typical rents to the university in the form of rebates on the base price of rent.)

Eric Grossman, Tippecanoe County assessor, said Wednesday that Purdue master leases took \$43 million in assessed value off the property assessment rolls in 2023, which would be the basis of taxes paid in 2024. Grossman said the university master lease exemptions took \$32 million off the property tax rolls. Grossman said taxes on those would have been around 2.3% of the assessed value per year.""

How can the university justify this practice? This greatly affects the property tax intake by the city of West Lafayette, which then affects the West Lafayette taxpayers when that money is not available for the city's budget.

Dream Hires

The stated University goals of dream hires and being ranked in the top 5 nationally are fundamentally inconsistent with the gutting of University programs to enhance the diversity of the workforce. I'd appreciate hearing how the President reconciles this inconsistency.

Now that the first year of the Dream Hire experiment is done, how many hires did Purdue make campus-wide through this process? How many additional faculty did Purdue hire last year outside of the Dream Hire process? How many faculty did Purdue hire through open-hire processes the year before the Dream Hire strategy was adopted?

The "Dream Hire" process is at philosophical odds with the open hire process. An open hire process is set up to provide equal opportunity and equal access to all candidates through a transparent post, search, screen, and selection process. The Dream Hire process, by contrast, appears to be a way for powerful people in departments to hire their friends, with no transparency or accountability. The "tell" is how the Dream Hire process is not allowed to be called a "search" - because there is no search. What safeguards has the administration put into place to make sure that decades of efforts to make faculty hiring fairer are not in vain?

How long will the faculty hiring model utilized over the last two years continue? What implication do you foresee on our junior to senior faculty distribution?

Faculty, department heads, academic deans, and many others continue to successfully implement the bottom-up process of hiring faculty even when the specific topic is not included at the beginning of the academic year (Moveable Dream Hires process). Across many units, we landed 14 faculty from a variety of disciplines via this process and 138 faculty via topic-based searches over the past year, for a total of 152 hires (compared to 146 the year before). Both topic-based and topic-agnostic, talent-based searches are important ways to help ensure academic excellence and student success. As a reminder, (1) faculty of all ranks may be nominated as potential Moveable Dream Hires. (2) This is a bottom-up process that allows all faculty to nominate potential hires and (3) there is rigorous vetting through Heads, Deans, and Provost, with each Dean leading the exact implementation. If any faculty observes otherwise in a particular department, please bring to the attention of your Dean.

NCAA Payments to Athletes

The proposed settlement in House v. NCAA envisages schools like Purdue paying (NPR, May 24, 2024) "around \$20 million per year directly to athletes," and (NYT, July 26, 2024) "The N.C.A.A. is leaving future payments to athletes up to individual schools, saying the payments would have to comply with Title IX, which is administered by the Department of Education."

Title IX (NYT) “requires equal opportunity for men and women in college sports.” How does Purdue plan to develop a system of payments to college athletes that honors the principle of equal opportunity for men and women college athletes?

Purdue University has consistently recognized and complied with the equal opportunity guidelines of Title IX in the structure and conduct of its intercollegiate athletic programs. After the proposed settlement in the House vs. NCAA, et al. case is finalized by the court, Purdue will develop a plan to implement the terms contained therein in an appropriate manner.

SB 202 / PL 113

What are the legally compliant tools by which Purdue seeks to assess faculty on our intellectual diversity, and what is their crystal-clear guidance to assure us that this review will not be arbitrary, ignorant, or in any way related to political retaliation?

As the University informed the Commission for Higher Education in response to the requirement of IC 21-49-4-1(6) that it be provided with a “list and description of what the state educational institution does to ensure intellectual and ideological diversity of professors”:

Intellectual and ideological diversity are explicit in Purdue’s Interim Standard of Freedom of Expression, the Interim Standard on Intellectual Diversity and embedded in Purdue’s practice of talent-based hiring to recruit faculty members solely on merit and in the academic tenure and promotion process, which requires excellence in discovery, learning and engagement.

Purdue has adopted a policy on Academic Freedom, which states:

“Purdue faculty, lecturers, instructors, researchers, and students have full freedom as researchers, scholars, or artists, and are assured freedom to communicate their work, to advocate solutions to human problems and to criticize existing institutions.”

This freedom is only subject to adequate performance of academic duties and obligations and applicable state and federal laws and regulations or other policies and procedures, such as those covering intellectual property, export controls, and research misconduct.

Given the coming reduction in admissions and reports that the majority of stem majors do not work in stem jobs (<https://www.insidehighered.com/news/global/2024/02/09/few-stemgraduates-pursue-jobs-or-careers-related-fields#:~:text=Arguably%20the%20most%20startling%20statistic,work%20in%20a%20STEM%20job>). What steps is Purdue taking to ensure that we invest across arts, humanities, and sciences, and thus we do not become a narrow technical institute?

Purdue is a comprehensive land grant university, and faculty hiring is an important step to strengthen our wide-ranging academic portfolio. Over the last year, 81% of Tenure/Tenure Track and 88% of Clinical/Professional hires were made outside of the College of Engineering and Polytechnic Institute. Also, the majority of ongoing physical facility investments are for areas outside of a “technical institute.”

How is Purdue working with unionizing efforts to ensure that we remain a competitive employer in this changing labor climate?

We are dedicated to making Purdue a great place to work by focusing on recruiting, retaining, and engaging our faculty and staff. Through open communication with various faculty and staff groups, we gather their input on different initiatives, understand their ideas, and address their concerns. We continuously seek ways to stay competitive and improve the overall employee experience. This dedication has led to initiatives such as increased pay bands, a formal promotion process for staff, employee recognition events, and enhanced employee benefits. We have also implemented the Bravo+ Award program, one-time \$1,500 recognition payments for top performers in February 2024, and multiple faculty retention programs. These efforts, among many others, have resulted in Forbes recognizing Purdue as one of the best university employers in the United States.

Staff and Tuition

Given the continued tuition freeze, what implication will the costs of the Purdue campus in Indianapolis have on West Lafayette? Specifically, what student services have been reduced or cut?

No West Lafayette student services have been reduced or cut because of our expansion to Indianapolis. In fact, Indianapolis provides more and unique opportunities (e.g., internship and work-based learning experiences, research engagements with companies and hospitals, bus service to downtown Indianapolis) at no additional cost to students, faculty, or staff. Student tuition and fees, current and new state appropriations, and other revenue streams are expected to cover expenses.

Parking

A colleague asked about the parking spaces reserved for undergraduates in the University Street Garage. The great majority of those spaces stand empty. Can the apportioning of spaces to undergraduates in this garage be revisited? The need for undergraduate parking there seems to have been overestimated.

For clarification, ‘UG’ stands for ‘University Garage’ and not ‘Undergraduates.’ Space usage is evaluated each summer. As a result, 20 of the reserved signs will be removed as soon as possible

to increase parking availability. Next summer, we plan to move the location of the reserved signs to the highest floor possible.

Housing

"Dave Bangert's Substack recently included this note about the university using off-campus housing for on-campus students (via what they call master leases).

""The university has roughly 1,000 beds set aside for students in Purdue housing through master leases with apartment complexes in and near West Lafayette. Those leases, according to contracts that cover this year, include standard language about the expectation that Purdue's tax exemption on properties it owns will follow master leases when the rooms are used as de facto university dorm rooms, as allowed under state law. (At least some of Purdue's master lease contracts include provisions that the owners will channel what they would have paid in property taxes on typical rents to the university in the form of rebates on the base price of rent.)

Eric Grossman, Tippecanoe County assessor, said Wednesday that Purdue master leases took \$43 million in assessed value off the property assessment rolls in 2023, which would be the basis of taxes paid in 2024. Grossman said the university master lease exemptions took \$32 million off the property tax rolls. Grossman said taxes on those would have been around 2.3% of the assessed value per year.""

How can the university justify this practice? This greatly affects the property tax intake by the city of West Lafayette, which then affects the West Lafayette taxpayers when that money is not available for the city's budget.

State law allows landlords to claim the benefit, which helps lower rent costs for students. Even as the practice is allowed by law, we generally only apply the benefit to multi-year deals to comply with tax code. Many of our master leases are short term or added on an "as-needed" basis and aren't applicable. We are currently constructing 1,880 beds on campus to help meet student demand.

Since our newest residence hall was opened in 2018, near-campus developments have added 4,000 beds at \$400 million and another \$800+ million worth of projects are in the pipeline or under construction. In addition, the University's presence has attracted new employers that are adding to the tax base.

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

Educational Policy Committee

Howard E. Sypher, hsypher@purdue.edu

1. Assessing what AI regulations are needed
2. Considering ways to improve the Grade Appeal process
3. Updating MEAPS language as per SB22-08
4. Reviewing Graduate School renaming and reorganization

Equity, Diversity, and Inclusion Committee

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

1. The second reading of the SWANA declaration

Faculty Affairs Committee

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

1. Assessment of Recent Changes in P&T Process
2. Lecturers Advisory Board presence on University Senate
3. Working with SUFIE on guidelines

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

PURDUE ATHLETIC AFFAIRS COMMITTEE

Annual Report to the University Senate

September 9, 2024



Athletic Affairs Committee Report to the University Senate, 2023-24 AY

TO: The University Senate
FROM: Athletic Affairs Committee
SUBJECT: Athletic Affairs Committee Report to the University Senate, 2023-24 AY
REFERENCES: University Senate Document 90-31, 22 April 1991
DISPOSITION: University Senate for Information

Purdue University's commitment to the academic and social well-being of its student-athletes is focused through the activities of the Athletic Affairs Committee (AAC) and Intercollegiate Athletics (ICA). This report covers the two regular semesters in the year that has passed since the last report from the AAC: the Fall 2023 Semester and the Spring 2024 Semester.

FACULTY OVERSIGHT OF ATHLETICS

Faculty oversight of ICA continues to be exercised through the AAC. The 2023-24 and 2024-25 membership of the AAC, listed in *Appendix 1* of this report, includes representation from faculty, an appointed liaison from the Student Affairs Committee of the University Senate, a liaison to the President, alumni, citizens from the local community, Purdue University students, and ICA senior staff. The AAC monitors the academic progress of the student-athletes and the efforts of ICA to provide outstanding opportunities to learn, compete, and develop personally. The AAC was briefed on the academic status of each sport program and received updates on the primary NCAA academic metrics, the Graduation Success Rate and the Academic Progress Rate.

At monthly meetings of the AAC, the members hear reports and participate in discussions pertinent to their mandate. All minutes and supporting documents are filed with the University Senate, and thus are readily available for review. The AAC may be asked to study, review and approve changes in Purdue rules and regulations affecting intercollegiate athletics programs, and to formulate positions with regard to legislation pending before the NCAA. The AAC also discusses diverse topics related to Big Ten or NCAA matters, or national news/trends that may affect the status of both university sports programs and the eligibility of student-athletes. A characteristic agenda and a partial list of topics discussed during the current academic year are provided in *Appendix 2*.

The Vice President and Director of Intercollegiate Athletics provides additional information related to the strategic plans of the department, including current goals, key progress measures, facilities projects, etc. Elements of the current plan, especially those that pertain to the development and welfare of the students are presented in brief below.

In addition to the AAC meetings, the senior associate athletics director for student services conducts an academic planning meeting each year at which plans and outcomes over a three-year period are discussed. The two faculty athletic representatives (FAR) participate in this meeting, along with members of the senior athletics administrative staff and the athletics student services staff. The purpose of the meeting is to update the FARs on the plans for the academic areas for the next three years. Academic information for the athletics department and for each sports program is reviewed. Information from this meeting is conveyed to the AAC as appropriate.

Purdue Athletic Affairs Committee - Annual Report

General Information on the Committee

- One facet of institutional control of Athletics
- Ties to the beginnings (1895) of what is now known as the Big Ten Conference and the role of the faculty
 - The Presidents of the original member institutions delegated oversight of Athletics to the faculty
- Intended to represent the interests of the **entire University community**
 - Faculty, students, alumni, community representatives, and senior administrators from Intercollegiate Athletics

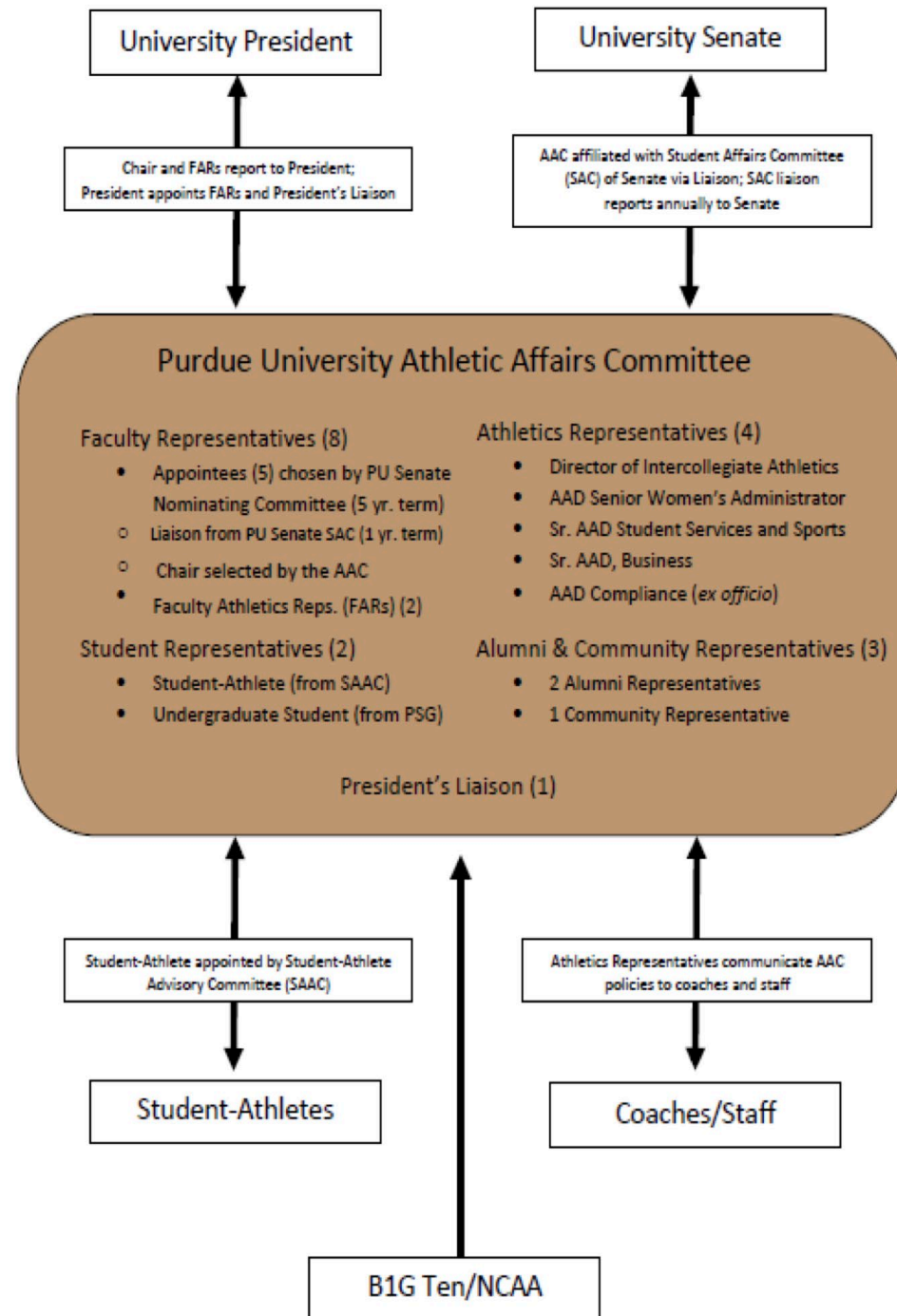
To Develop Champions, Scholars, and Citizens

Purdue Athletic Affairs Committee - Annual Report

Examples of Activities of AAC

- Discuss topics related to the NCAA (including rule changes, NIL)
- Discuss topics related to the Big Ten Conference (including conference membership)
- Discuss the academic progress and wellbeing of student athletes
- Discuss issues regarding the personal and professional development of student athletes in preparation for their post-graduate lives and careers
- Through the chair, review and approve sport schedules, missed class time, and any needed academic recovery plans when waivers are granted
- Study, review, and approve changes in Purdue rules and regulations affecting intercollegiate athletics
- Select Purdue recipients of conference awards and honors

AAC Linkages



Purdue Athletic Affairs Committee - Annual Report

AAC Membership

- **Five Faculty Members** appointed by the University Senate Nominating Committee for five-year terms *
- **One Faculty Member Liaison** from the Student Affairs Committee of the Senate *
- **Two Faculty Athletic Representatives** appointed by the University President *
- **Two Student Members:** one appointed by the University President with input from PSG (2-year terms) and one student athlete appointed by Intercollegiate Athletics *
- **One University Administrator** appointed by the University President, *ex-officio*
- **Two Alumni Representatives** appointed by Intercollegiate Athletics *
- **One Community Representative** appointed by Intercollegiate Athletics *
- **Intercollegiate Athletics Administration Members**
 - Michael Bobinski (Vice President/ Athletics Director) *
 - Tiffini Grimes (Deputy Athletics Director / Senior Woman Administrator) *
 - Ken Halpin (Deputy Athletics Director, Chief Operating Officer) *
 - Ed Howat (Senior Associate Athletics Director, Student Services and Sports)
 - Tom Mitchell (Senior Associate Athletics Director, Compliance) *
 - Calvin Williams (Associate Athletics Director, Sport Administration)
 - Peyton Stovall (Associate Athletics Director, Student-Athlete Development)

“*” = Voting Member

Purdue Athletic Affairs Committee - Annual Report

Current Faculty Membership

- Chair (Senate Appointee): **Chip Blatchley** (Civil Engineering)

- Student Affairs Liaison: **Tae Hong Park** (Music Department)

- Senate Appointees:
 - **Rachel Clark** (HHS)
 - **Matt Conaway** (Bands/Orchestras)
 - **Kyle Haynes** (Political Science)
 - **Kathy Martin** (Education)

- Faculty Athletic Representatives:
 - **Marcy Towns** (Chemistry)
 - **Phillip VanFossen** (Education)

Purdue Athletic Affairs Committee - Annual Report

Athletics Enrollment Data by
College/School

College or School	Fall 2023	Spring 2024
Agriculture	14	13
Education	11	9
Engineering	70	68
HHS	152	155
Liberal Arts	66	72
Daniels School of Business	74	67
Pre-Pharmacy	1	1
Pharmacy	1	1
Science	16	11
Polytechnic Institute	45	42
Graduate School	33	28
Exploratory Studies	43	32

Purdue Athletic Affairs Committee - Annual Report

Academic Performance – Spring 2024

	Student -Athletes	Campus
Semester GPA	3.15	3.24
Cumulative GPA	3.20	3.29
Semester GPA \geq 3.0	65%	71%
Academic Honors	39.8%	49.9%
Semester 4.0 GPA	9.2%	12.6%
Placed on Probation	5.9%	5.6%
Dropped from Purdue	0.2%	0.9%

Purdue Athletic Affairs Committee - Annual Report

Cumulative GPA By Team Spring 2024

Team	GPA
Baseball	3.06
Football	2.99
Men's Basketball	3.26
Men's Cross Country	3.32
Men's Golf	3.28
Men's Swimming	3.29
Men's Tennis	3.00
Men's Track	3.18
Soccer	3.38
Softball	3.19

Team	GPA
Volleyball	3.37
Women's Basketball	3.10
Women's Cross Country	3.44
Women's Golf	3.67
Women's Swimming	3.41
Women's Tennis	3.39
Women's Track	3.28
Wrestling	3.04
Student -Athlete Totals	3.20
Student Body Totals	3.29

Purdue Athletic Affairs Committee - Annual Report

Student-Athlete Graduation Success Rates
Measures % graduation within 6 years

Team	NCAA	Purdue
Baseball	89	87
Football	81	78
Men's Basketball	85	90
Men's Track / Cross Country	84	79
Men's Golf	92	89
Men's Swimming	91	93
Men's Tennis	93	100
Men's Wrestling	86	78
Soccer	96	100

Team	NCAA	Purdue
Softball	94	82
Volleyball	95	100
Women's Basketball	93	83
Women's Track / Cross Country	92	85
Women's Golf	96	100
Women's Swimming	97	100
Women's Tennis	97	100
Overall	90	87



Purdue Athletic Affairs Committee - Annual Report

AAC Initiatives for 2024-25

- Ensure the University is looking after the welfare and best interests of Student Athletes
 - Academic Support
 - Name, Image, Likeness (NIL)
 - Career Development
 - Personal Support

- Continue review of competition schedules and reviews of missed class time
 - Ongoing discussions regarding the expansion of the Big Ten Conference

- Consistent Updates on Student-Athlete Personal and Professional Development Programming

- Updates on maintaining the positive public image of Purdue Athletics.

TO: The University Senate
FROM: Athletic Affairs Committee
SUBJECT: Athletic Affairs Committee Report to the University Senate, 2023-24 AY
REFERENCES: University Senate Document 90-31, 22 April 1991
DISPOSITION: University Senate for Information

Purdue University's commitment to the academic and social well-being of its student-athletes is focused through the activities of the Athletic Affairs Committee (AAC) and Intercollegiate Athletics (ICA). This report covers the two regular semesters in the year that has passed since the last report from the AAC: the Fall 2023 Semester and the Spring 2024 Semester.

FACULTY OVERSIGHT OF ATHLETICS

Faculty oversight of ICA continues to be exercised through the AAC. The 2023-24 and 2024-25 membership of the AAC, listed in *Appendix 1* of this report, includes representation from faculty, an appointed liaison from the Student Affairs Committee of the University Senate, a liaison to the President, alumni, citizens from the local community, Purdue University students, and ICA senior staff. The AAC monitors the academic progress of the student-athletes and the efforts of ICA to provide outstanding opportunities to learn, compete, and develop personally. The AAC was briefed on the academic status of each sport program and received updates on the primary NCAA academic metrics, the Graduation Success Rate and the Academic Progress Rate.

At monthly meetings of the AAC, the members hear reports and participate in discussions pertinent to their mandate. All minutes and supporting documents are filed with the University Senate, and thus are readily available for review. The AAC may be asked to study, review and approve changes in Purdue rules and regulations affecting intercollegiate athletics programs, and to formulate positions with regard to legislation pending before the NCAA. The AAC also discusses diverse topics related to Big Ten or NCAA matters, or national news/trends that may affect the status of both university sports programs and the eligibility of student-athletes. A characteristic agenda and a partial list of topics discussed during the current academic year are provided in *Appendix 2*.

The Vice President and Director of Intercollegiate Athletics provides additional information related to the strategic plans of the department, including current goals, key progress measures, facilities projects, etc. Elements of the current plan, especially those that pertain to the development and welfare of the students are presented in brief below.

In addition to the AAC meetings, the senior associate athletics director for student services conducts an academic planning meeting each year at which plans and outcomes over a three-year period are discussed. The two faculty athletic representatives (FAR) participate in this meeting, along with members of the senior athletics administrative staff and the athletics student services staff. The purpose of the meeting is to update the FARs on the plans for the academic areas for the next three years. Academic information for the athletics department and for each sports program is reviewed. Information from this meeting is conveyed to the AAC as appropriate.

OVERVIEW OF STUDENT-ATHLETE ACADEMIC DATA

Each semester the pattern of student-athlete choice of major, course selection and academic performance is assessed through data reported by the Office of Institutional Effectiveness and compared to comparable data for the remainder of the student body. This report is/will be sent to the President, Provost, Vice-Provost for Learning and Teaching, the Athletic Affairs Committee, FARs and Athletics Director for review. Data for the fall 2023 and spring 2024 is included in Appendix 3.

OVERVIEW OF THE STRATEGIC PLAN FOR INTERCOLLEGIATE ATHLETICS

The Director of Athletics and others from the department often share goals and metrics from the department's strategic plan with the AAC. Some elements of the plan, especially those related to the academic success of the students are reported for the Senate's review. Words in brackets replace personal pronouns that might be misunderstood in the context of this report.

The foundation of the plan lies in the Vision, Mission and Goals of the department.

Vision: A championship-caliber athletics organization that is excellent in all respects and is a consistent member of the “25/85 Club.”

The "25/85 Club" refers to a very small number of elite NCAA Division I institutions that consistently have their teams ranked in the top 25 while graduating their student-athletes at an 85 percent rate as measured by the NCAA Graduation Success Rate (GSR). The GSR is similar to the Federal Graduation Rate, but the yearly cohorts are adjusted as students transfer in or out of the university.

Mission: Developing Champions / Scholars / Citizens

[The department] will engage and inspire all constituencies to support the broader university pursuit of preeminence by attracting and retaining the very best student-athletes, coaches and staff while engaging former student-athletes in an effort to maintain their identity as part of the Purdue athletics family.

The very best [student-athletes] will execute this mission sharing a common set of values – integrity, mutual respect, a belief in hard work and team work, a commitment to inclusiveness – and the courage to lead. They will be the Purdue Athletics’ brand and continue to enhance our reputation while being pleased with every aspect of their experience at the university.

It is expected that [the department] will be a financially self-supporting enterprise that provides the resources for coaches and staff to develop championship programs.

Goals in support of the Departmental Vision and Mission

Athletic

All sports will place in the top 25 nationally. Consistent performance at this level will see us competing for Big Ten and NCAA championships.

[The department] will deliver exceptional support services throughout the athletics department to all student-athletes to ensure they are mentally and physically prepared to absorb the skill development necessary to maximize their potential as students, leaders, and athletes.

Student Athlete Development and Welfare

Student-athletes will maintain a cumulative grade-point average of 3.0 or above each semester while competing to perform at or above the all-campus cumulative grade-point average; all Purdue teams will have a graduation success rate (GSR) equal to or better than sport specific Division I-A GSR while striving to achieve a department-wide GSR of 85 percent or higher.

The athletics academic support services unit operates with a rolling three-year plan. Each year, the athletics academic support services staff reviews and updates the plan to ensure it is meeting the academic needs of the student-athletes and that it helps create the atmosphere and expectation for academic success. The three-year plan provides the opportunity for the staff to modify and update current practices in an organized manner. The three-year plan objectives are reviewed once a year with both faculty athletic representatives (FARs) and the athletics senior staff to ensure progress is being made. These meetings provide the opportunity for input by the FARs and sport administrators.

Fiscal

All financial resources will be allocated in pursuit of the vision and managed to ensure that [the department recognizes] the expectation to remain self-supporting while providing scholarships, quality academic support services, competitive operating budgets, and comprehensive facilities. Marketing and development plans will be designed and executed to generate revenue.

Equity and Integrity

To promote an atmosphere that upholds and embraces inclusiveness among all constituencies, [the department] will provide champion-caliber participation opportunities that recognize and reinforce gender and ethnic equality for all coaches, staff and student-athletes.

Image

The student-athletes, coaches, and staff will live their shared values as the role models that they are, so that people “experience” Purdue Athletics with respect, admiration, and pride. All decisions will be communicated in a manner to create, project and enhance this strong intercollegiate athletic brand.

Appendix 1: Members of the Athletic Affairs Committee for 2023-24

Kip Williams – CHAIR (*University Senate Appointment, Distinguished Professor of Psychological Sciences*)

Tony Albrecht (*Alumni Representative*)

Ernest (Chip) R. Blatchley III (*University Senate Appointment, Lee A. Rieth Professor, Lyles School of Civil and Construction Engineering and Division of Environmental & Ecological Engineering*)

Mike Bobinski (*Vice President and Director of Intercollegiate Athletics*)

Rachel Clark (*University Senate Appointment, Clinical Assistant Professor, Nutrition Science*)

Matt Conaway (*University Senate Appointment, Associate Professor of PU Bands & Orchestras*)

Kiara Dillon (*Student-Athlete Representative – Softball*)

Tiffini Grimes (*Deputy Athletics Director/SWA*)

Ken Halpin (*Deputy Athletics Director/COO*)

Kyle Haynes (*University Senate Appointment, Associate Professor of Political Science*)

Gary Henriott (*Alumni Representative*)

Sue Holder Price (*Community Liaison*)

Ed Howat (*Senior Associate Athletics Director for Student Services – Sports*)

Becca Jennings (*Campus Student Representative*)

Beth McCuskey (*Presidential Liaison, Vice Provost for Student Life*)

Tom Mitchell (*ex-officio, Senior Associate Athletics Director – Compliance*)

David Sanders (*Student Affairs Liaison, Associate Professor of Biological Sciences*)

Peyton Stovall (*Associate Athletics Director – Student-Athlete Development*)

Marcy Towns (*Faculty Athletic Representative, Bodner-Honig Professor of Chemistry*)

Philip VanFossen (*Faculty Athletic Representative, Interim Dean, Director & James F. Ackerman Distinguished Professor of Social Studies Education*)

Calvin Williams (*Associate Athletics Director – Sports*)

Members of the Athletic Affairs Committee for 2024-25

Ernest (Chip) R. Blatchley III – CHAIR (*University Senate Appointment, Lee A. Rieth Professor, Lyles School of Civil and Construction Engineering and Division of Environmental & Ecological Engineering*)

Tony Albrecht (*Alumni Representative*)

Mike Bobinski (*Executive Vice President and Director of Intercollegiate Athletics*)

Rachel Clark (*University Senate Appointment, Clinical Assistant Professor, Nutrition Science*)

Matt Conaway (*University Senate Appointment, Associate Professor of PU Bands & Orchestras*)

Tiffini Grimes (*Deputy Athletics Director/SWA*)

Ken Halpin (*Deputy Athletics Director/COO*)

Kyle Haynes (*University Senate Appointment, Associate Professor of Political Science*)

Gary Henriott (*Alumni Representative*)

Sue Holder Price (*Community Liaison*)

Ed Howat (*Senior Associate Athletics Director for Student Services – Sports*)

Kathy Martin (*University Senate Appointment, Clinical Assistant Professor in Education*)

Beth McCuskey (*Presidential Liaison, Vice Provost for Student Life*)

Tom Mitchell (*ex-officio, Senior Associate Athletics Director – Compliance*)

Tae Hong Park (*Student Affairs Liaison, Music Chair & Associate Professor in Music Dept.*)

Logan Sandlin (*Student-Athlete Representative – Track and Field*)

Peyton Stovall (*Associate Athletics Director – Student-Athlete Development*)

TBD (*Campus Student Representative*)

Marcy Towns (*Faculty Athletic Representative, Bodner-Honig Professor of Chemistry*)

Philip VanFossen (*Faculty Athletic Representative, Interim Dean, Director & James F. Ackerman Distinguished Professor of Social Studies Education*)

Calvin Williams (*Associate Athletics Director – Sports*)

Appendix 2: A typical agenda for a meeting and representative topics of discussion

**First 2023-2024 Meeting, August 25, 2023
3:30-5:00 p.m. via Zoom**

- | | |
|---|--------------|
| 1. Call to Order | M. Conaway |
| 2. Approval of the April 2023 Minutes | Committee |
| 3. Waiver Petitions, Schedule, Approvals | M. Conaway |
| 4. Remarks from the Director | M. Bobinski |
| 5. Student-Athlete Success Initiatives | P. Stovall |
| 6. Remarks from Deputy Athletics Director/SWA | T. Grimes |
| Remarks from Deputy Athletics Director | K. Halpin |
| Associate AD-Sports | C. Williams |
| Sr. Associate AD-Academics and Sports | E. Howat |
| 7. Compliance Issue of the Month from Associate AD – Compliance | T. Mitchell |
| 8. Report from the Student Affairs Liaison | D. Sanders |
| 9. Report from Student Members | K. Dillon |
| | B. Jennings |
| 10. Report from the Faculty Representatives | M. Towns |
| | P. VanFossen |
| 11. Other Business | Committee |
| 12. Adjournment | |

Examples of Topics Discussed at 2023-24 AAC Meetings

- Annual presentation to the University Senate on student success
- Approval of competition schedules (and revisions) along with waivers for missed classes beyond the allowable limit
- Overview of student-athlete success initiatives in areas such as community service, civic engagement, DEI, resume building, networking, campus inclusion, and internships
- Ongoing discussions related to legislation/litigation affecting student-athletes and the overall health of the department (NIL, changes to NCAA and B1G governance, transfer rules, revenue sharing, and anti-trust legislation). Though the financial impacts of the lawsuits will be significant, those numbers/terms will not be known until a settlement is reached.
- Discussion of financial standing of the athletics department with emphasis on student scholarships and support
- Review of a variety of compliance topics throughout the year, including sports wagering, transfer portal, NIL, and hazing prevention to ensure Purdue's policies and practices in these areas are clear, consistent, and protect the student-athletes.
- Review of conference expansion and scheduling to ensure that student-athlete academic success and support remain consistent, and that missed class time is at the forefront of competition scheduling conversations. Travel out west will be minimal for each team, and the West Coast institutions are prepared to share

resources when our student-athletes are competing on their campuses (i.e. study rooms available, space/practitioners for proctored exams, etc.).

- Overview of ongoing capital projects, including the conclusion of Ross-Ade Phase I (which was completed prior to the first home football game of the '23-'24 season), MBB/WBB locker room updates, the new golf course clubhouse, and a new student-athlete dining facility (which will be online July 2024.)
- Selection of recipients of Big 10 scholarships and awards

Appendix 3: Academic Metrics and Enrollment Data by College and Course

Student-Athlete Academic Profile Contrasted to Student Body		
Academic Performance Measures:	Fall 2023	Spring 2024
<u>Cumulative GPA</u>		
Student-athletes	3.14	3.20
All-campus	3.28	3.29
<u>Semester GPA</u>		
Student-athletes	3.10	3.15
All-campus	3.23	3.24
<u>Achievement of Semester GPA of 3.0 or higher</u>		
Student-athletes	62.3% (332)	65% (331)
All-campus	70.8%	71%
<u>Achievement of Academic Honors</u>		
Student-athletes	34.7% (185)	39.8% (203)
Dean’s List and Semester Honors	(113)	(119)
Semester Honors only	(48)	(67)
Dean’s List only	(24)	(17)
All-campus	48.6%	49.9%
<u>Achievement of perfect 4.0 Semester GPA</u>		
Student-athletes	6% (32)	9.2% (47)
All-campus	11.6%	12.6%
<u>Placement on Academic Notice</u>		
Student-athletes	9.2% (49)	5.9% (30)
All-campus	6.4%	5.6%
<u>Academic Separation from the University</u>		
Student-athletes	0% (0)	0.2% (1)
All-campus	0.36%	0.86%

Cumulative Grade Point Average by Team

Fall 2023 - Team	CGPA
Baseball	3.04
Football	2.87
Men's Basketball	3.22
Men's Cross Country	3.23
Men's Golf	3.27
Men's Swimming	3.31
Men's Tennis	2.91
Men's Track	3.16
Soccer	3.39
Softball	3.10
Volleyball	3.26
Women's Basketball	3.04
Women's Cross Country	3.45
Women's Golf	3.57
Women's Swimming	3.43
Women's Tennis	3.36
Women's Track	3.24
Wrestling	2.93
Student-Athlete Totals	3.14
Student Body Totals	3.28

Spring 2024 - Team	CGPA
Baseball	3.06
Football	2.99
Men's Basketball	3.26
Men's Cross Country	3.32
Men's Golf	3.28
Men's Swimming	3.29
Men's Tennis	3.00
Men's Track	3.18
Soccer	3.38
Softball	3.19
Volleyball	3.37
Women's Basketball	3.10
Women's Cross Country	3.44
Women's Golf	3.67
Women's Swimming	3.41
Women's Tennis	3.39
Women's Track	3.28
Wrestling	3.04
Student-Athlete Totals	3.20
Student Body Totals	3.29

NCAA Graduation Success Rate (GSR) Data

The Graduation Success Rate (GSR) serves a purpose similar to the Federal Graduation rate. Both measure graduation within six years for annual cohorts of students. The federal rate does not account for students who transfer from one institution to another and graduate. The GSR is more inclusive than the federal rate because the GSR includes transfers into the school and midyear (January) enrollees.

STUDENT-ATHLETE GRADUATION SUCCESS RATES (GSR)* Graduation Rates for 2013-2016 Cohorts (Published November 2023) () Prior Year

	Purdue -----%	NCAA Division I -----%
Overall	87 (88)	90
Baseball	87 (93)	89
Men's Basketball	90 (75)	85
Football (FBS)	78 (81)	81
Men's Golf	89 (88)	92
Men's Swimming	93 (90)	91
Men's Tennis	100 (100)	93
Men's Track/CC	79 (80)	84
Men's Wrestling	78 (84)	86
Women's Basketball	83 (82)	93
Women's Golf	100 (100)	96
Women's Soccer	100 (95)	96
Women's Softball	82 (87)	94
Women's Swimming	100 (96)	97
Women's Tennis	100 (100)	97
Women's Track/CC	85 (87)	92
Women's Volleyball	100 (100)	95

* The GSR permits institutions to subtract student-athletes who leave their institutions prior to graduation as long as the student-athlete would have been academically eligible to compete at Purdue University had he or she remained.

The Academic Progress Rate (APR)

The APR is an NCAA semester-by-semester assessment of academic progress. It is calculated by allocating one point per student for eligibility and one for retention—the two factors that research identifies as the best predictors of graduation. The data are presented on the basis of four-year rolling averages for each team. Teams must achieve an APR score of 930 to avoid NCAA penalties. Teams below 930 are ineligible for NCAA post-season competition and are required to develop and execute an academic improvement plan.

Each student on a roster who is receiving an athletics scholarship earns a maximum of two points per term, one for being academically eligible and one returning to the institution. A team's APR is the total points of a team's roster at a given time divided by the total points possible. The number is then multiplied by 1,000. Thus, a raw APR score of 0.930 is reported as 930 and reflects an approximate 50 percent Graduation Success Rate (NCAA website).

PURDUE UNIVERSITY ACADEMIC PROGRESS RATE INSTITUTIONAL REPORT NCAA DIVISION I 2022-23

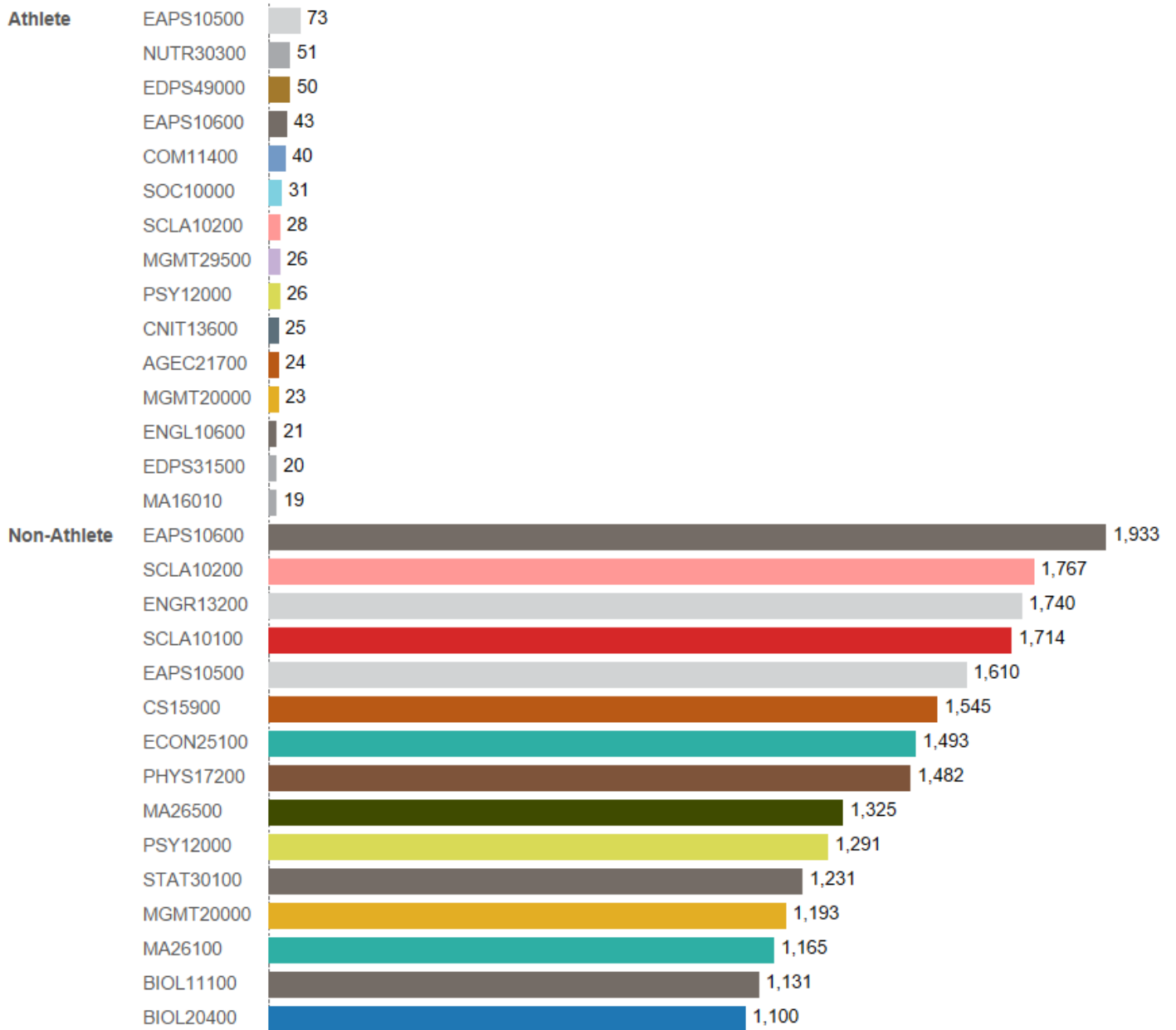
	Multiyear APR Rate
Baseball	982
Men's Basketball	979
Men's Cross Country	992
Football	976
Men's Golf	988
Men's Swimming	994
Men's Tennis	992
Men's Track	963
Men's Wrestling	986
Women's Basketball	991
Women's Cross Country	1000
Women's Golf	985
Women's Soccer	988
Women's Softball	991
Women's Swimming	998
Women's Tennis	992
Women's Track	985
Women's Volleyball	1000

Enrollment Data

NUMBER OF STUDENT-ATHLETES BY COLLEGE OR SCHOOL

College or School	Number of student-athletes	
	<u>Fall 2023</u>	<u>Spring 2024</u>
Agriculture	14	13
Education	11	9
Engineering	70	68
Health and Human Sciences	152	155
Liberal Arts	66	72
Daniels School of Business	74	67
Pre-Pharmacy/Pharm. Sciences	1	1
Pharmacy (Pharm. D.)	1	1
Science	16	11
Polytechnic Institute	45	42
Graduate School	33	28
Exploratory Studies	43	32

Course Enrollment Review: Top 15 Courses Spring 2024, Office of Institutional Effectiveness

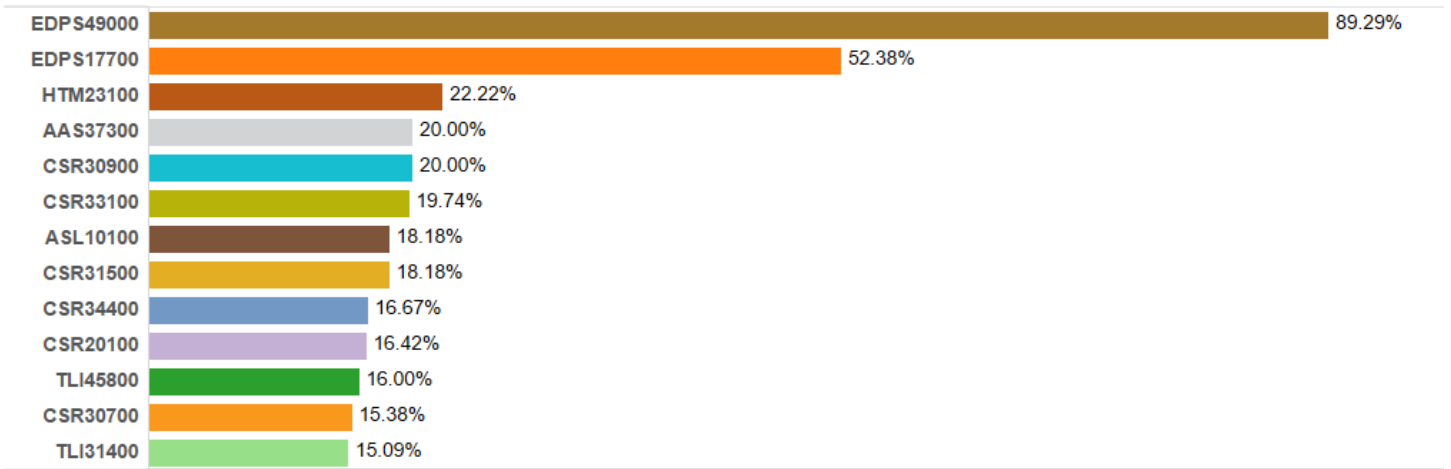


Course Enrollment Review: Grade Distributions in Top 15 Courses
 Spring 2024, Office of Institutional Effectiveness

		A, A-, A+	B, B-, B+	C, C-, C+	D, D-, D+	F	Other: Withdrawl, Audit, Pass/No .
EAPS10600	Athlete	56.49%	20.46%	20.68%		2.37%	
	Non-Athlete	86.79%	7.94%	2.42%	0.67%	0.99%	1.21%
SCLA10200	Athlete	42.54%	31.88%	3.71%	7.24%		14.63%
	Non-Athlete	66.30%	23.40%	4.65%	0.90%	1.53%	3.23%
EAPS10500	Athlete	47.97%	34.09%	17.94%			
	Non-Athlete	77.01%	16.27%	4.18%	0.50%	0.82%	1.22%
PSY12000	Athlete	64.83%	23.33%	3.90%	7.94%		
	Non-Athlete	69.67%	14.11%	6.25%	1.37%	1.87%	6.73%
MGMT20000	Athlete	25.75%	47.99%	8.81%	8.67%		8.78%
	Non-Athlete	37.94%	33.38%	18.09%	3.58%	2.18%	4.84%
SOC10000	Athlete	53.83%	36.15%	6.76%	3.26%		
	Non-Athlete	59.45%	25.80%	7.45%	2.90%	2.02%	2.39%
COM11400	Athlete	47.01%	24.88%	20.39%	2.55%	5.18%	
	Non-Athlete	65.14%	23.05%	4.97%	1.10%	2.27%	3.46%
MGMT29500	Athlete	92.17%	7.83%				
	Non-Athlete	83.55%	9.13%	3.09%	0.72%	0.96%	2.55%
MA16010	Athlete	37.01%	21.46%	31.28%	5.01%	5.24%	
	Non-Athlete	17.32%	23.33%	27.91%	13.56%	5.15%	12.73%
NUTR30300	Athlete	48.64%	39.62%	7.73%	2.01%		2.01%
	Non-Athlete	69.13%	19.02%	5.85%	1.14%	2.27%	2.59%
AGEC21700	Athlete	54.82%	32.70%	8.58%			3.91%
	Non-Athlete	75.43%	17.31%	4.47%		0.74%	2.06%
EDPS31500	Athlete	89.48%	5.25%	5.27%			
	Non-Athlete	92.30%	3.33%	1.80%	0.40%	0.38%	1.79%
ENGL10600	Athlete	38.66%	37.44%	14.18%		9.72%	
	Non-Athlete	63.48%	22.52%	6.87%	1.02%	2.53%	3.57%
CNIT13600	Athlete	43.72%	52.14%	4.14%			
	Non-Athlete	55.14%	26.43%	8.78%	2.53%	1.11%	6.00%
EDPS49000	Athlete	96.02%	2.01%				1.98%
	Non-Athlete	35.56%	30.96%	17.37%			16.10%

High Enrollment Courses for Participants in Intercollegiate Athletics
(Courses with > 15% enrollment by participants in ICA)

Spring 2024, Office of Institutional Effectiveness



Grade Distributions for High Enrollment Courses
(Courses with > 15% enrollment by participants in ICA)

Spring 2024, Office of Institutional Effectiveness

		A, A-, A+	B, B-, B+	C, C-, C+	D, D-, D+	F	Other: Withdrawl, Audit, Pass/No Pass, etc.
EDPS49000	Athlete	96.00%	2.00%				2.00%
	Non-Athlete	33.33%	33.33%	16.67%			16.67%
EDPS17700	Athlete	100.00%					
	Non-Athlete	80.00%	10.00%	10.00%			
HTM23100	Athlete	30.00%	30.00%	30.00%	10.00%		
	Non-Athlete	40.00%	57.14%	2.86%			
AAS37300	Athlete	66.67%	33.33%				
	Non-Athlete	58.33%	25.00%				16.67%
CSR30900	Athlete		44.44%	33.33%	16.67%		5.56%
	Non-Athlete	16.67%	37.50%	27.78%	11.11%	1.39%	5.56%
CSR33100	Athlete	6.67%	80.00%	13.33%			
	Non-Athlete	39.34%	42.62%	11.48%	3.28%	1.64%	1.64%
ASL10100	Athlete	16.67%	50.00%				33.33%
	Non-Athlete	44.44%	29.63%	14.81%	3.70%	3.70%	3.70%
CSR31500	Athlete		50.00%	40.00%			10.00%
	Non-Athlete	33.33%	46.67%	15.56%	2.22%		2.22%
CSR34400	Athlete		80.00%	10.00%	10.00%		
	Non-Athlete	50.00%	42.00%	8.00%			
CSR20100	Athlete	18.18%	36.36%	18.18%	9.09%		18.18%
	Non-Athlete	55.36%	28.57%	10.71%			5.36%
TLI45800	Athlete	25.00%	75.00%				
	Non-Athlete	90.48%	4.76%				4.76%
CSR30700	Athlete	50.00%	50.00%				
	Non-Athlete	36.36%	18.18%	9.09%			36.36%
TLI31400	Athlete	12.50%	62.50%	25.00%			
	Non-Athlete	68.89%	24.44%	2.22%			4.44%

Appendix 4: Examples of Student Involvement in Community Service during 2023-24

TEAM	TIME
Boiler SAAC Executive Board	85 Hours
M/W Track & Field/XC	92 Hours
Men's Baseball	615 Hours
Men's Basketball	100 Hours
Men's Football	73 Hours
Men's Golf	10 Hours
Men's Swimming and Diving	37 Hours
Men's Tennis	11 Hours
Men's Wrestling	42 Hours
Spirit Squad	25 Hours
Women's Basketball	83 Hours
Women's Golf	5 Hours
Women's Soccer	25 Hours
Women's Softball	70 Hours
Women's Swimming and Diving	35 Hours
Women's Tennis	8 Hours
Women's Volleyball	32 Hours

EXAMPLES OF AGENCIES/ORGANIZATIONS SERVED

Boys and Girls Club
 Burnett Creek Elementary
 Carrol County Promise
 Equality Coalition United As One Reading Week
 Food Finders
 Klondike Elementary School
 Lafayette Transitional Housing
 Mintonye Elementary School
 Northend Community Center
 Purdue Athletics
 Purdue Dance Marathon
 Salvation Army
 Special Olympics
 Tippy Stars
 Franciscan Health
 Natalie's Second Chance
 Purdue Physics Department
 Purdue Sustainability Counsel
 Riley Hospital
 Westminster Village
 Vinton Elementary
 Earhart Elementary
 Glenn Acres Elementary
 West Lafayette Elementary

Faculty Hiring and Recruitment

Sunil Prabhakar, Vice Provost for Faculty Affairs



FY 24 Hiring Outcomes

Based on current reported outcomes of last year's searches.

Topic-Based Searches

Search based hires for
tenure-track faculty

66 Faculty Hired

Talent-Based Hiring

Targeted recruitment of
high-caliber faculty at all
career stages

14 Faculty Hired

- 8 Associate Professors
- 6 Full Professors

41 no longer being
pursued

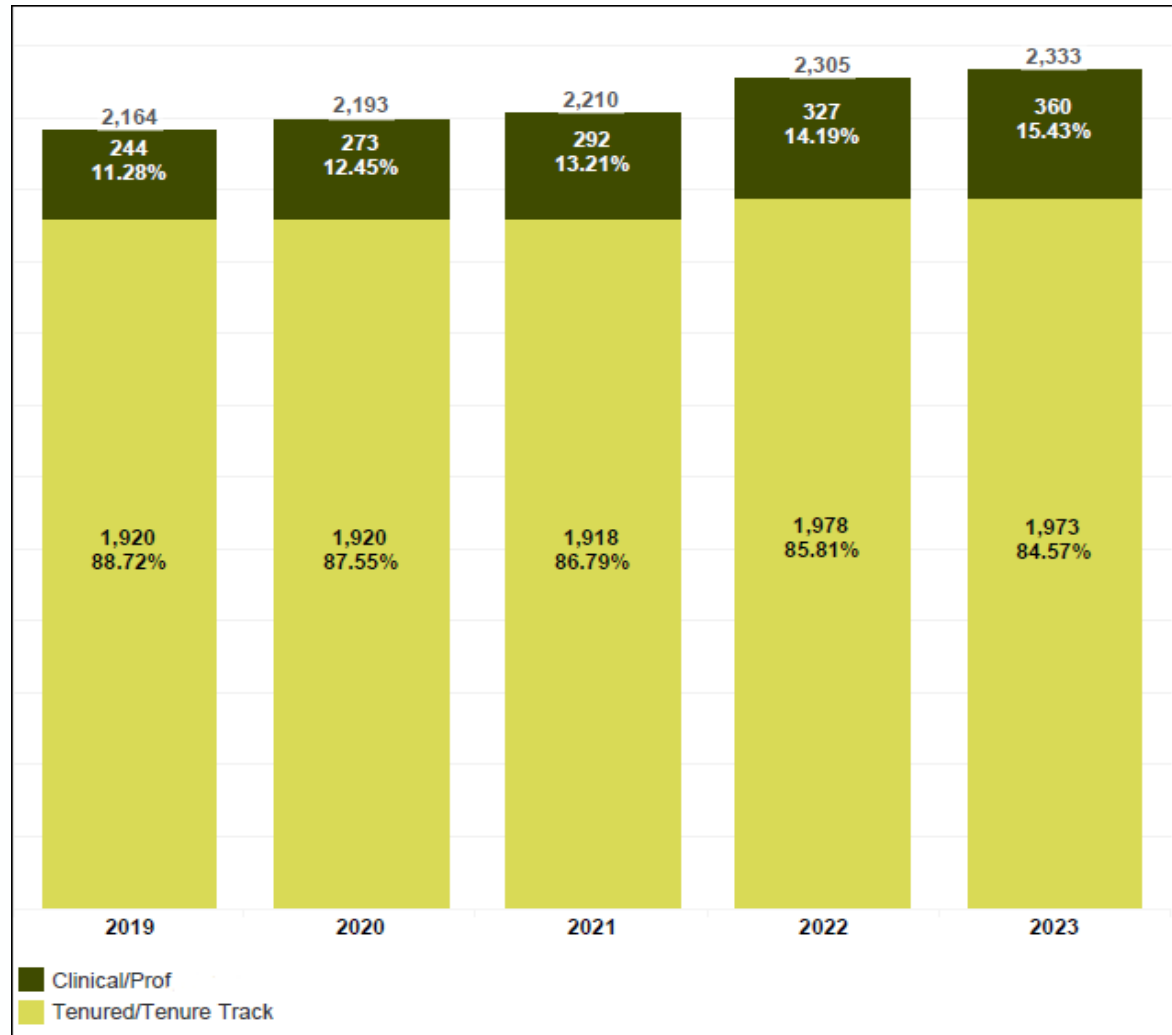
28 actively being pursued

Clinical/Professional Faculty

Search-based hires for C/P
positions

72 Faculty hired

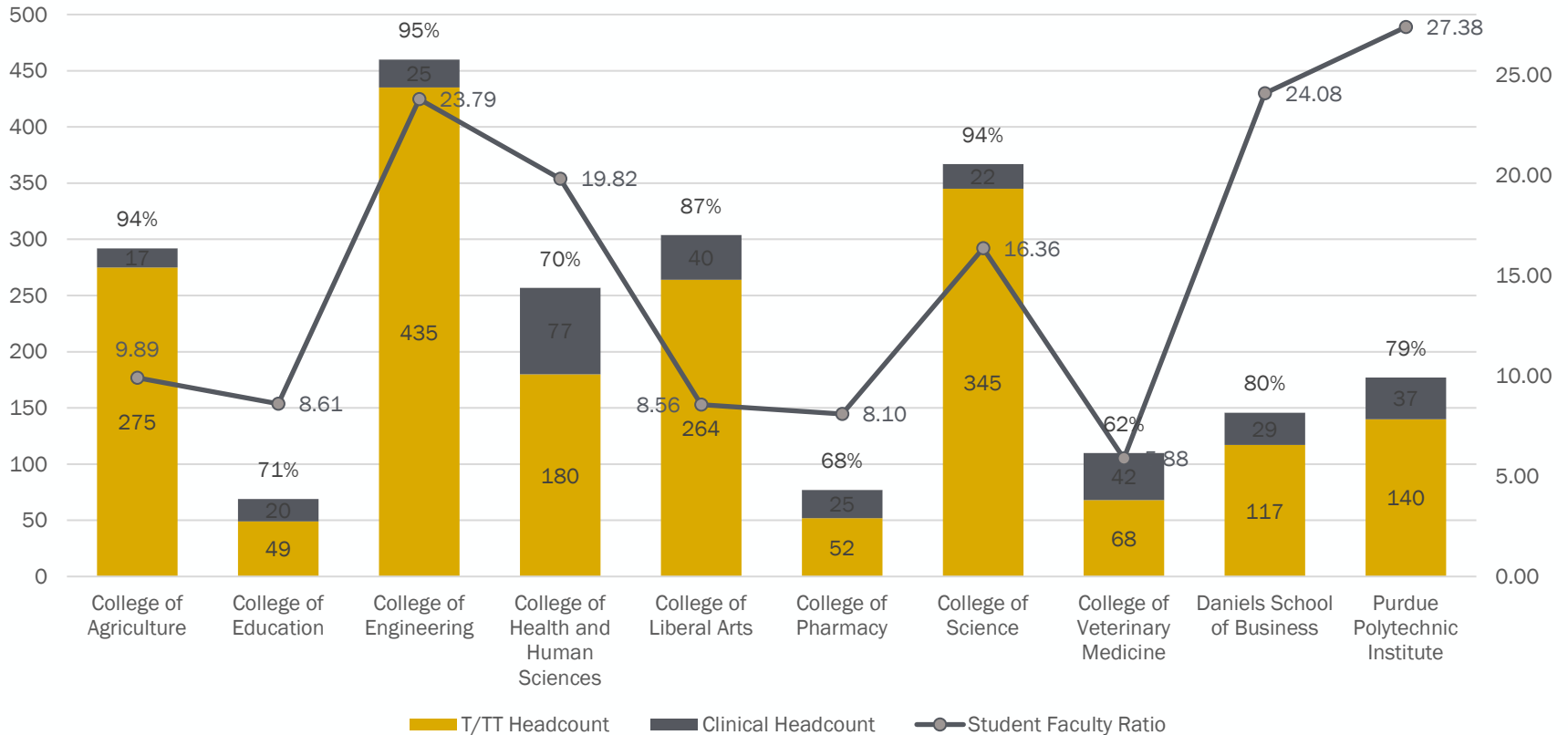
Faculty Composition Trend



Fall 2023 Faculty Counts and Student Ratio by College

Undergraduate students to Faculty

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



Startup Support

- The shift in colleges covering a greater portion of startup, dual-career, or faculty retentions funds are driven by the realities of where fiscal reserves reside.
- They are not, in any way, a reduction in the level of university support for these programs.
- Only colleges with a healthy fiscal position are expected to cover larger shares than the formulaic, consistent central sharing in previous years.
- We operate under the overall guiding principle that as a university, working as a single team will not fail to adequately support startup, dual-career opportunities, or retaining faculty.
 - If a college is not in a position to cover these, central funds will be, and indeed have been, used to cover these costs.
 - Over the past year, this shift in cost sharing has not resulted in a single instance in which we did not cover startup, dual-career or retention requests.
- For dream hires, a special model is used for central cost-sharing of salary and startup.
- Startup and salary for all hires (including dream hires) are based on recommendations from deans with careful attention to equity across current faculty.

Startup Support

- For dream hires, a special model is used for central cost-sharing of salary and startup.
- Startup and salary for all hires (including dream hires) are based on recommendations from deans with careful attention to equity across current faculty.
- We are increasingly working with a One Team mindset when addressing lab and space needs for all incoming faculty – thereby reallocating resources in response to shifting needs – not at the expense of current faculty who need these resources, but rather making judicious reallocation of under-utilized resources.
- In addition, OIE conducts an annual salary equity study, the results of which are shared with all deans and heads.
- In addition to the ongoing faculty retention program, there are opportunities for colleges to propose pre-emptive retention raises.