

## 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.