A meeting of the Academic Affairs Committee of the Board of Trustees of The Trustees of Purdue University convened in Room 326 of Stewart Center, Purdue University West Lafayette, Indiana at 9:01 a.m. on Friday, March 14, 2014.

All committee members were present in person or, where specifically noted, by means of electronic communication pursuant to the Electronic Meeting Policy: JoAnn Brouillette, chair; Vanessa Castagna (by phone); John Hardin (by phone); Kelsey Quin; and David Williams. Other trustees in attendance by phone were Sonny Beck and Thomas Spurgeon. Also in attendance were: Tim Sands, Executive Vice President for Academic Affairs and Provost; Jim Almond, Senior Vice President for Business Services and Assistant Treasurer; Steve Schultz, Legal Counsel; and Janice Indrutz, Executive Assistant to the Board and Corporate Secretary.

I. INTRODUCTION

Trustee Brouillette welcomed Professor David Williams, chair of the University Senate, to the meeting as the first ex-officio member of the Academic Affairs Committee, as approved by the Board of Trustees on February 21, 2014. She then announced which Trustees were in attendance in person and by phone. Provost Sands also welcomed Professor Williams then discussed the topic of the meeting and introduced Dr. Laurel Weldon, Interim Vice Provost for Faculty Affairs.

II. FACULTY AFFAIRS OVERVIEW

Dr. Weldon provided an outline of her presentation and began by defining the categories of academic staff and the numbers of each, and she explained the many roles of faculty. She then broke down the faculty by rank, college/school, and diversity and discussed the strengths of the faculty, stating that Purdue has a strong and distinguished, global-reaching faculty whose research productivity has increased dramatically. She pointed out, however, that the faculty is not as diverse as it should be. In response to a question from Trustee Castagna, Dr. Weldon explained that diversity is accomplished by removing bias in institutional processes (such as hiring and promotion), being role models to students of the future, and achieving higher institutional excellence. The number of faculty within faculty ranks was discussed, and Provost Sands pointed out that Purdue's distribution among the ranks is typical of an established institution in that the larger number of full professors reflects the limited terms of most faculty in the assistant and associate ranks as they are promoted up the ladder. In response to Trustee Brouillette’s question about how the university could be more nimble with hiring faculty, Dr. Weldon explained the search process and suggested streamlining the search and approval processes. Provost Sands also commented that cluster hiring, wherein one search committee hires multiple faculty, has been a successful use of resources in recent years.

Dr. Weldon then defined and reviewed the promotion and tenure process. During the discussion, Trustee Hardin asked what the university has done to promote interdisciplinary
faculty, to which Dr. Weldon responded that the COACHE survey found the university does need to improve its support of interdisciplinarity. Thus, the tenure policy is being revised to address how promotion committees could think about impact in a less discipline-bound way. The revised tenure policy will also include an interdisciplinary institutional promotion structure, as well as an improved appeal process. Following a related question from Trustee Beck, she explained the functions and makeup of the primary committee, area committee, and university committee. Trustee Castagna asked how Purdue’s promotion process compares to other universities, to which Dr. Weldon responded it is tougher in some ways because the third level of review is not typical. Provost Sands added that most institutions have a similar program. Dr. Weldon spoke about how underrepresented faculty and women faculty are mentored, and she concluded the discussion by referencing the COACHE survey’s finding that faculty have great confidence in the promotion and tenure process.

Dr. Weldon then spoke about faculty retention. She presented data that included reasons for separations and indicated that the eight-year retention rate is important because tenure happens over an eight-year period. She also noted increased retention rates for underrepresented minority faculty and commented on the Equity Program, a preemptive retention program to identify faculty most at risk of leaving or who are underappreciated.

Moving on, Dr. Weldon provided an overview of faculty hiring initiatives and began with the Leading Faculty Program and cluster hiring. Provost Sands commented that cluster hiring is oriented toward disciplines of the future and allows the university to be ready for a curriculum that will be offered in five, ten, or twenty years. He continued that cluster hiring also recognizes student demand, from which the engineering expansion resulted. Dr. Weldon then defined the Strategic Hiring Opportunities Program, highlighted its results, and illustrated hiring data. She concluded the discussion of faculty hiring initiatives with an overview of the Dual Career Assistance Program.

Dr. Weldon closed her presentation with an outline of faculty recruitment and development efforts. These include a concierge center to help recruited faculty learn about what the community has to offer so that their questions about school systems, etc. may be answered without violating interview laws. She also discussed how faculty development is being expanded based on results of the COACHE survey, and she provided examples of how faculty are recognized and supported.

Professor Williams asked if the Board was familiar with the COACHE survey. Trustee Brouillette recalled that a presentation was given a few years ago, so Dr. Weldon provided a brief explanation of this survey in higher education, which is centered at Harvard University. She said the reports were available publicly and she would provide the Web address following the meeting. Provost Sands thought it was important to point out that the survey is longitudinal.

Chairman Spurgeon was most impressed with Dr. Weldon’s presentation. He appreciated the explanation of terms and programs, and he considered Dr. Weldon’s presentation to be an excellent reference document. He requested that the minutes include the presentation so that all the Trustees may refer to it.

**III. ADJOURNMENT**

By consent, the meeting adjourned at 11:12 a.m.