

9/17/23

We need to be focused in our discussions. Targeting specific topics.

Key question for this meeting - how do we want to use this community this year?

- The ways how equity touches our work.
- We operate in different domains.
- Reading/discussing books.
- A list of ideas we can have for our own purposes, for topics of monthly meetings (books, articles, guest speakers).
- Guest speakers and hear about their experiences.
- New supreme court ruling and discuss how to navigate this. Admissions is what the ruling is about, not funding. Could we have a state-level person to speak about the ruling from the State perspective (which Purdue will follow). Sheila Klinker state rep.
 - Why are people worried if it's only about admissions? People are worried about losing funding and departments.
 - People changing their titles from the fear of losing funding.
 - Is Student Success becoming a replacement label for titles (removing Diversity)?
 - University senate is thinking about this.
 - A lot of fears about this about funding being cut to programs, departments. Firing women, firing Dean of grad school.
 - ODIB - can we engage in a conversation with them?
 - MaPSAC - mgmt and staff organization. Monthly meetings. Provost Wolf is a guest speaker. <https://www.purdue.edu/mapsac/> MaPSAC Lovell Leadership Speaker Series with Provost Wolfe on October 24, 1-2pm. More information will be in Purdue Today.
 - https://docs.google.com/spreadsheets/d/1Tj5WQVBmB6SQg-zP_M8uZsQQGH09TxmBY73v23zpyr0/edit#gid=1505554870 This document is the PEN America Index of Educational Gag Orders.
 - <https://pen.org/report/educational-gag-orders/>
 - How can we better follow what is happening in Indiana?
 - Does each college have a diversity committee? Polytech has one and they are creating an advisory committee with alumni. There isn't a formal committee in college of science for diversity. There is a Women in Engineering program, and a Minorities in Engineering program.
 - <https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts>.
 - Homework for next time: gathering expedition on what we're doing regarding the diversity issue/SCoTUS decision, what our departments are doing

10/19/2023

In-person meeting with Representative Sheila Klinker

1. Rep. Klinker discussed her voting record in the last session at length.
2. She encouraged us to reach out to leaders in Indiana's legislature.
3. In response to a question about whether there is an over-generalized approach to tamping down DEI initiatives at Purdue, Rep. Klinker noted that there is no such mandate coming from the Indiana legislature. One leader is a moderate Republican who has voted no on anti-DEI-related policies like "Don't say gay." He should hear our concerns. A minority leader is openly gay and would want to keep any DEI bans off the floor. There are also now 7 African-American members -- more than ever -- and many are in leadership roles.
4. In response to a question about whether removal of EEO lines is due to legislation or Purdue, Rep. Klinker said that this is not a big discussible item. For Loretta Rush, chair of all chief justices of the Indiana Supreme Court, diversity is important. Rep. Klinker thinks that IU still includes the statement.

11/16/2023

1. There seems to be energy for DEIB work on campus that could be leveraged. Many people who attended the 11/14 Diversity All Hands meeting focusing on admissions expressed disappointment in the meeting when topics they expected to be discussed were not.
2. DEIB-related groups that advise the Provost are written into Purdue's by-laws and cannot be laid down. No current information on those groups was shared.
3. ECoP wonders about how to get our concerns in front of the right people and would like to cast a wide net in collaborating across campus. To that end, our initial focus will be on the Equity, Diversity, and Inclusion Committee (EDIC) of the University Senate.
 - a. One of us will connect with people they know on EDIC to feel out their interest in meeting with us either at our regular meeting time (currently scheduled for Dec. 11 at 1 pm), their regular meeting time, or sometime during spring semester.
 - b. Explicit questions we would like to share with them in advance (recognizing they may not be able to answer all of these) are:
 - i. What highlights of your work this year would you want us to know about and amplify?
 - ii. What do you anticipate as key agenda items for spring semester?
 - iii. We are a self-selected group of people who are motivated and action oriented. How can we collaborate with you and/or support your efforts?
 - iv. How is Purdue conceiving of equity, diversity, and inclusion after the SCOTUS decision on college admissions, and what kind of changes is the administration putting in place related to how faculty and staff are hired and how graduate and undergraduate students are supported?
 - v. How does the new Dream Hires model support diversity?
 - vi. Why were the EEO lines removed from the Purdue's job ads?
4. Down the road, another person we are interested in connecting with is Margo Monteith.

12/18/2023

Hiring

- Movable dream hires:
 - 50 faculty lines for Purdue Computes, 50 faculty lines Physical AI, another one in Quantum within 5 years
 - central control by office of provost: tenure positions not being replaced, no official search
- Department head searches:
 - search firms are involved
 - department can assemble pool of applicants but search firm can veto people. Can be helpful because search firm may know more
 - search firm may dole out who will come on campus one at a time, which makes it hard for candidates to know who they're competing against
- Right after recruiting there's succession planning In Success Factors if you're on a search committee: more corporate
- Professor of practice positions and lecture searches are on.
- West Lafayette head is responsible for Indy campus programs and hires.

Purdue Indy

- None of the IUPUI program in CS came into CS at WL. (CS's entering class is 900 now. No control over that -- cash cow, 2/3 of students are out of state.)
- Problem with holding Indy classes by Zoom: runs afoul of international visa holders who can only do 1 virtual class per semester
- Purdue's high school program pushes PPI and nowhere else at Purdue -- no ENG, no SCI.

General concern: Equity around teaching. Are we delivering the education Purdue promises?