

PURDUE'S NEXT

MOVES

Equity Task Force

UPDATE

October 2022

PURDUE'S NEXT

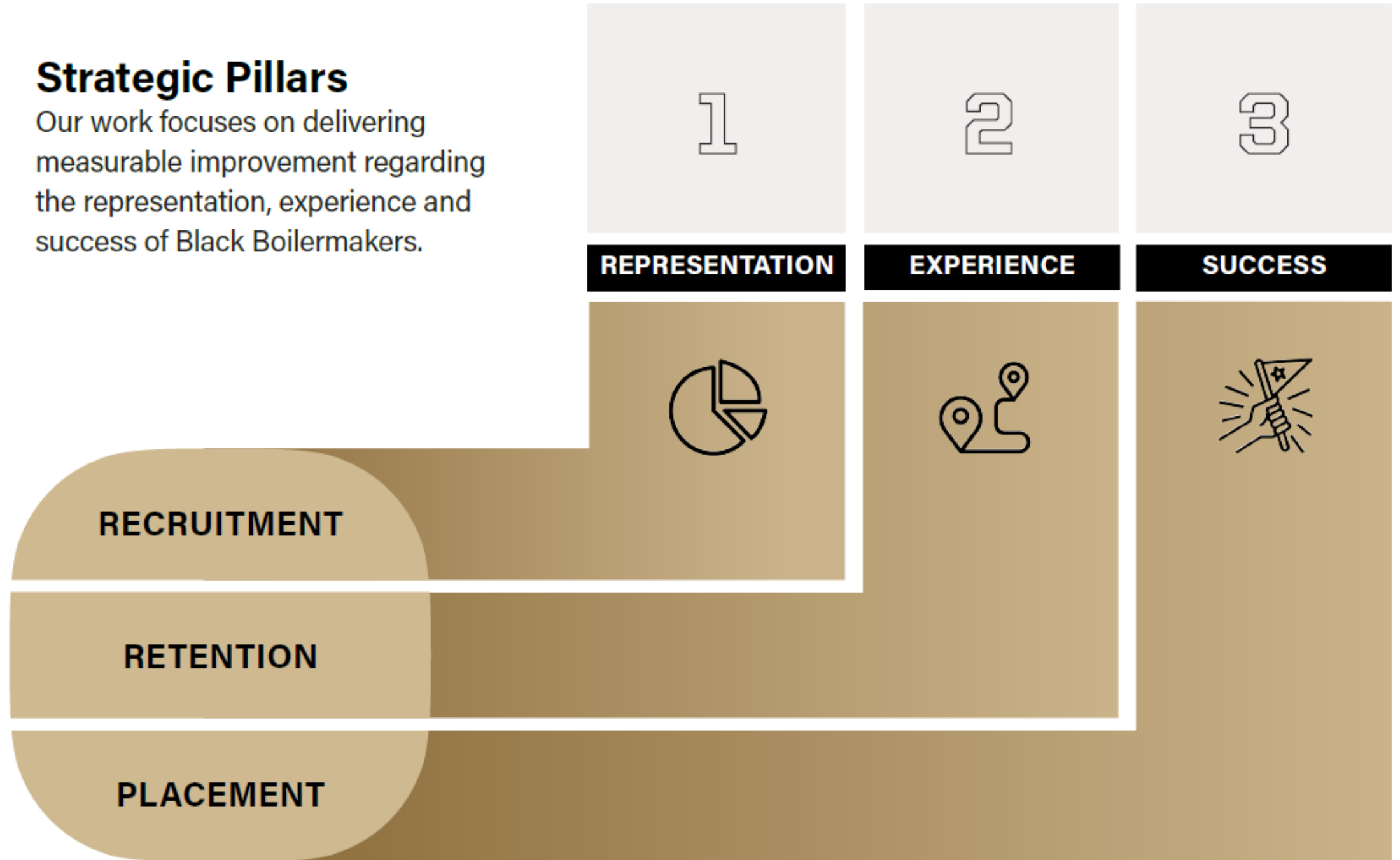
MOV

PURDUE
EQUITY
TASK FORCE



Strategic Pillars

Our work focuses on delivering measurable improvement regarding the representation, experience and success of Black Boilermakers.



PURDUE'S NEXT

MOVES

**PURDUE
EQUITY
TASK FORCE**



Undergraduates – Representation (AY21-22)

Hired Early Outreach Counselors (EOCs) to build and grow relationships in key communities

Commissioned Black Raspberry Market Research to better understand prospective Black student perceptions of Purdue

Conducted workshops for Colleges on yielding Black undergraduates

Launched grant program to incentivize Colleges to develop yield strategies

Held recruiting/yield events with PBAO

Launched relationship with Posse Foundation and welcomed first cohort



Shanita Starks (left) and Alex Pettigrew (right)

PURDUE'S NEXT

MOVES

Undergraduates – Representation (AY22-23)

Camp College

One-day college preparation camp for 9th graders, planned for summer of 2023

Pre-College Student Cohorts (Grades 7 -10)

Outreach cohorts of 10-15 students grouped by geography and grade level for summer of 2023

200+ One -on-One Meetings with Students

Meetings with 9th and 10th graders are the focus for AY 2223. In these 30 to 60-minute meetings, EOCs create relationships with students/supporters; ensuring student understands how to prepare for college and consider options for post-secondary education

High School Counselor Workshops

Counselors in these schools have little time to support college prep. These workshops will provide them with information and tools to supplement their conversations throughout the year.

**PURDUE
EQUITY
TASK FORCE**



Undergraduates – Experience (AY2122)

Summer College for High School Students

- 15.2% (114/751) of participants identified as Black or African American. (88 Indiana residents / 26 nonresidents)
- 141 participants from Purdue Polytechnic High School (9th-11th graders)

Onboarding New Boilermakers | Summer '22

- 50.9% (118/232) of new Black or African American undergraduates started over the summer.
- 33.3% (32/96) of Emerging Leaders Scholars who started over the summer identify as Black or African American.
- 14 additional Black Emerging Leaders (scholarship recipients only) started in fall 2022.
- In total, Black Boilermakers account for 29.5% of the incoming population of Emerging Leaders students (46 of 156).
- Black Emerging Leaders account for 18.5% (46 of 248) of the Black students who accepted admission beginning in Summer & Fall 2022.



Undergraduates – Experience (AY22-23)

Expanded Staff in Place

- Associate Vice Provost for Diversity, Inclusion and Belonging (Undergraduate Initiatives)
- Director of Undergraduate Scholars
- Program Manager-ETF
- Director of the Black Cultural Center
- PPHS Relationship Manager

Investments in Flagship Programs

- \$1M over 5 years to both Minority Engineering Program (MEP) and the Dr. Cornell A. Bell Business Opportunity Program (BOP); anticipated \$1.5M distribution for remaining colleges over next 4 years
- Re-building and launching Pharmacy Education Program (PEP)

Building Belonging

- Development of new traditions to celebrate community: Mind, Body and Soul & Black Male Excellence Network (B-MEN), Black Student Union Sneaker Ball, Athletics Welcome Reception, NPHC Yard Show
- Conducting Appreciative Inquiry of Black Boilermakers' experiences

Upcoming Plans

- NPHC plaza; establishing a Student Advisory Board; inaugurating study abroad programs for Emerging Leader Scholars; expanding Summer Academy; focusing and expanding research, internship and mentoring opportunities for Black undergraduates (LSAMP)

PURDUE'S NEXT

MOVES

Graduates – Representation (AY21-22)

PURDUE
EQUITY
TASK FORCE

Challenges Identified

- Reduction in the number of fellowship packages
- Competitiveness of fellowship packages compared to Big Ten peers

Proposed Solutions

- Tie fellowship dollars to recruitment efforts in the colleges
- Reduce number of awards to increase amounts
- Encourage departments to review classes before releasing admissions offers
- Grow visitation opportunities for prospective students



Graduates – Representation (AY22-23)

**PURDUE
EQUITY
TASK FORCE**

Pipeline Development

- Continuing and growing key programs:
 - Summer Research Opportunity Program
 - Graduate Diversity Visitation Program
- Launched new partnership with Associate of Colleges of the Midwest/Big Ten Academic Alliance
- Recruiting at key conferences/events: AISES, SACNAS, ABRCMS, and Institute for Teaching and Learning
- Launching *Alma Mater Talks* to send HBCU grads back to give technical talks and recruit

Retention Initiatives

- Continuing and growing key programs:
 - BRIDGE
 - AGEP Scholars
- Formed committee to resurrect Black Graduate Student Association; sponsoring events
- Hired Dr. David Rollock as Associate Dean for Student Success

Staff – Recruiting and Retention (2022)

PURDUE
EQUITY
TASK FORCE



Key Hires of Black Staff

- Brenda Masiga-Crowell – Director, PUSH
- Tiffini Grimes – Deputy Athletics Director
- Jermaine Owens – Director of Security, PARI
- Djenaba Figueroa – Director of Strategic Diversity Communications, ODIB

Talent Acquisition (Representation)

- Hired Senior Diversity Recruiter, Willie Cruz
- Participated in Community Career Fairs, including IBE; implementing *Connect with a Recruiter* and other community outreach
- Conducted hiring manager training with focus on diversity

Learning & Organizational Development (Experience)

- Launched DevelopMe 2.0 Staff Development Program with focus on Black staff
 - Focus: Career Planning, Mentoring, Professional Networking
 - Cohort 1 = 7 participants | Cohort 2 = 22 participants

Metrics / Dashboards (Success)

- Developing dashboards and KPIs to track year-over-year progress for faculty and staff

Staff – Recruiting and Retention (2023)

Talent Acquisition (Representation)

- Implement Diversity Ambassador Program
 - Focus: Assist search committees, ensure process is equitable and inclusive, be a resource for candidates
- Participate in Diversity Career Fairs
- Engage Affinity Groups
 - Focus: Black Caucus of Faculty and Staff; Black Cultural Center; PBAO
- Community / HBCU Partnerships
- Internship Program (Pilot)

Learning & Organizational Development (Experience)

- Continue & Expand DevelopMe 2.0 Staff Development Program
 - Focus: Career Planning, Mentoring, Professional Networking

Metrics / Dashboards (Success)

- Building out dashboards and identifying KPIs

PURDUE'S NEXT

MOVES

Faculty Hiring 2021-2022

PURDUE
EQUITY
TASK FORCE

+20%

TENURED/TENURE-TRACK FACULTY

Between the ETF cluster hire and regular searches, we grew Black faculty representation.



PURDUE
UNIVERSITY®

PURDUE'S NEXT

MOVES

Faculty – Cluster Hiring (AY21-22)

“First Wave” of Faculty Cluster Hiring

- Public Health and Health Equity
 - An intended growth area for Purdue
 - 14 searches for positions across 4 colleges
 - Attracted large, diverse, highly qualified pools
 - Landed 11 outstanding new faculty (6 Black)

Afsan Bhadelia, HHS: Public Health

Carlos Mahaffey, HHS: Public Health

Shandey Malcolm, HHS: Public Health

Bukola Usidame, HHS: Public Health

Paul Robbins, HHS: HDFS

Soojung Jo, HHS: Nursing

Haocen Wang, HHS: Nursing

Patricia Wolf, HHS: Nutrition Science

Andrea Hayes, LSIS

Faria Chaudry, PHARM: Pharmacy Practice

Michael Preston, PHARM: Pharmacy Practice



Carlos Mahaffey,
Public Health



Andrea Hayes,
Libraries and School
of Information
Studies

Faculty – Cluster Hiring (AY22-23)

“Second Wave” of Faculty Cluster Hiring

A total of 13 searches are planned for AY 2022-2023:

6 searches: *Prevention and Treatment of Antimicrobial Resistance*

(Veterinary Medicine, Science, Agriculture)

2 searches: *Sustainable, Equitable Urban Environments & Food Systems in Indiana*

(Agriculture)

2 searches: *African American Studies*

(Liberal Arts)

3 searches: *Public Health & Health Equity*

(Liberal Arts, Health and Human Sciences – remaining from AY 21-22)

**PURDUE
EQUITY
TASK FORCE**

Faculty – Experience and Success (AY2122)

Expanded Staff in Place

- Associate Vice Provost for Diversity, Inclusion and Belonging (Faculty, Staff, and Graduate Initiatives)
- Provost Fellows– Inclusive Excellence Initiative

Inaugural Family Dinner

- Welcome-back event focused on Black faculty and staff, offered opportunity to connect and enhanced sense of belonging
- 100+ faculty and staff attended from PurdueWL, as well as regional campuses and affiliated faculty at other institutions in Indianapolis



Black Faculty Excellence Luncheon

- Inaugural luncheon plus panel discussion on Purdue's Black faculty excellence
- Planning initiatives to amplify Black faculty scholarship, recognition, success and belonging at and beyond Purdue
- Black faculty survey for engagement in planning programs and other initiatives is underway

Faculty – Experience and Success (AY2223)

Recruitment & Retention

- Launching workshops on hiring diverse faculty
- Developing a new digital toolkit for faculty that organizes key resources supporting success and sense of belonging
- Conducting review of postdoc-to-faculty programs among peer institutions in order to develop program at Purdue; for launch AY2324.

RFP and new University Awards in Diversity, Inclusion and Belonging

- Investing \$80,000 to support research, awards and recognition related to inclusive excellence and belonging to enhance Black faculty and staff experience.

Enhancing Black Staff, Graduate Students, and Post -Doc Experiences

- In collaboration with HR, developing plans to increase professional development and recognition opportunities for Black staff.
- Collaborating with Associate Deans for Diversity and Graduate School to address Black grad experience.

Empower Faculty Leadership to Support Belonging

- Developing a workshop for department heads on best practices for supporting diverse faculty with specific attention to data-based interventions that support retention, success and belonging.

PURDUE'S NEXT

MOVES

Morgan State Partnership

PURDUE
EQUITY
TASK FORCE



Purdue will serve as Morgan's institutional champion to reach R1

- Joint, funded, cutting-edge research
- Development of new graduate programs at Morgan
 - Initial foci: physics, pharmacy, and computer science
- Joint teaching
- Faculty and student exchanges; study-away programs
- Joint degrees

Areas of Research Exploration

- Cybersecurity
- Artificial Intelligence
- Microelectronics
- Earth/Climate Science
- Health Disparities

Wilson -Daniels Scholars

- Up to 25 per cohort
- Purdue will remit tuition to the Morgan instate rate, based on residency



PURDUE'S NEXT

MOVES

Additional Events & Activities

PURDUE
EQUITY
TASK FORCE



PURDUE
UNIVERSITY®



Parker Halls Visual History Exhibit
– planned installation: Feb. 2023