PURDUE'S NEXT
MOVES

Equity Task Force
UNIVERSITY SENATE UPDATE

John Fitzgerald Gates, PhD
Vice Provost for Diversity, Inclusion and Belonging
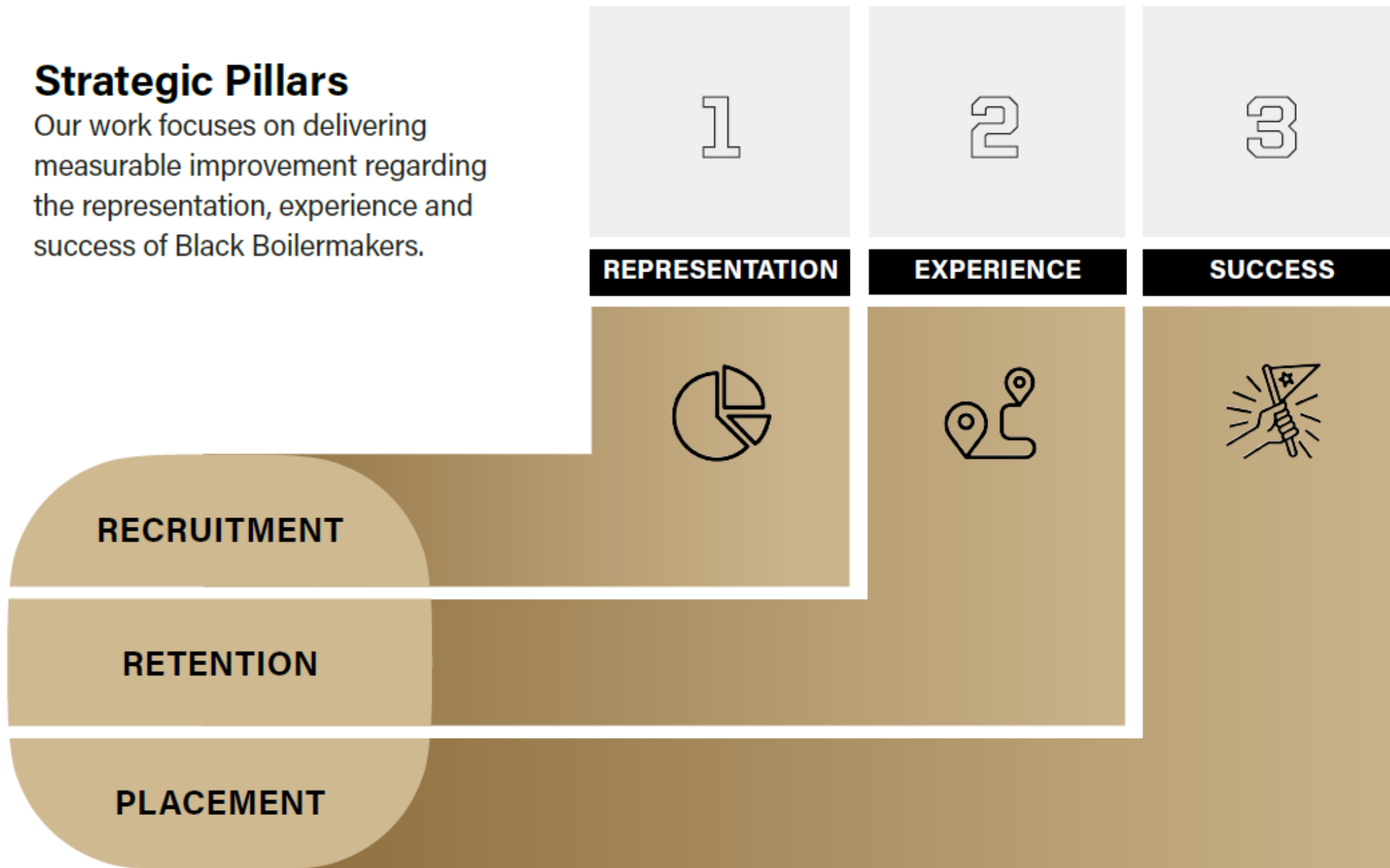Clinical Professor, Mitchell E. Daniels Jr. School of Business

**PURDUE
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ETF OVERVIEW

Strategic Pillars

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

1	2	3
REPRESENTATION	**EXPERIENCE**	**SUCCESS**

RECRUITMENT

RETENTION

PLACEMENT

PURDUE'S NEXT
MOVES

CENSUS UPDATES

Black Representation

Historical Percentages across Groups
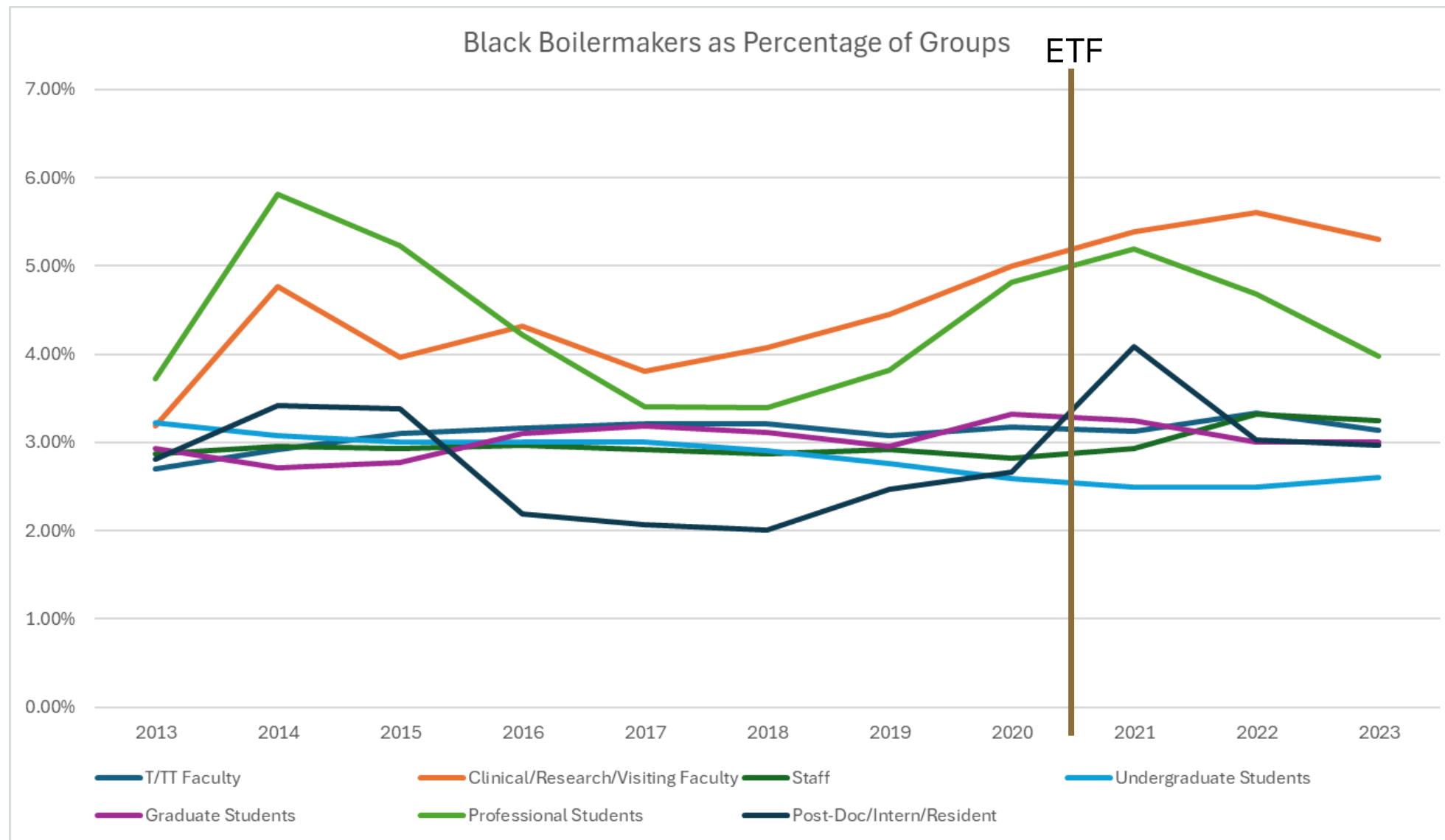
Black Boilermakers as Percentage of Groups

Source: DataDigest
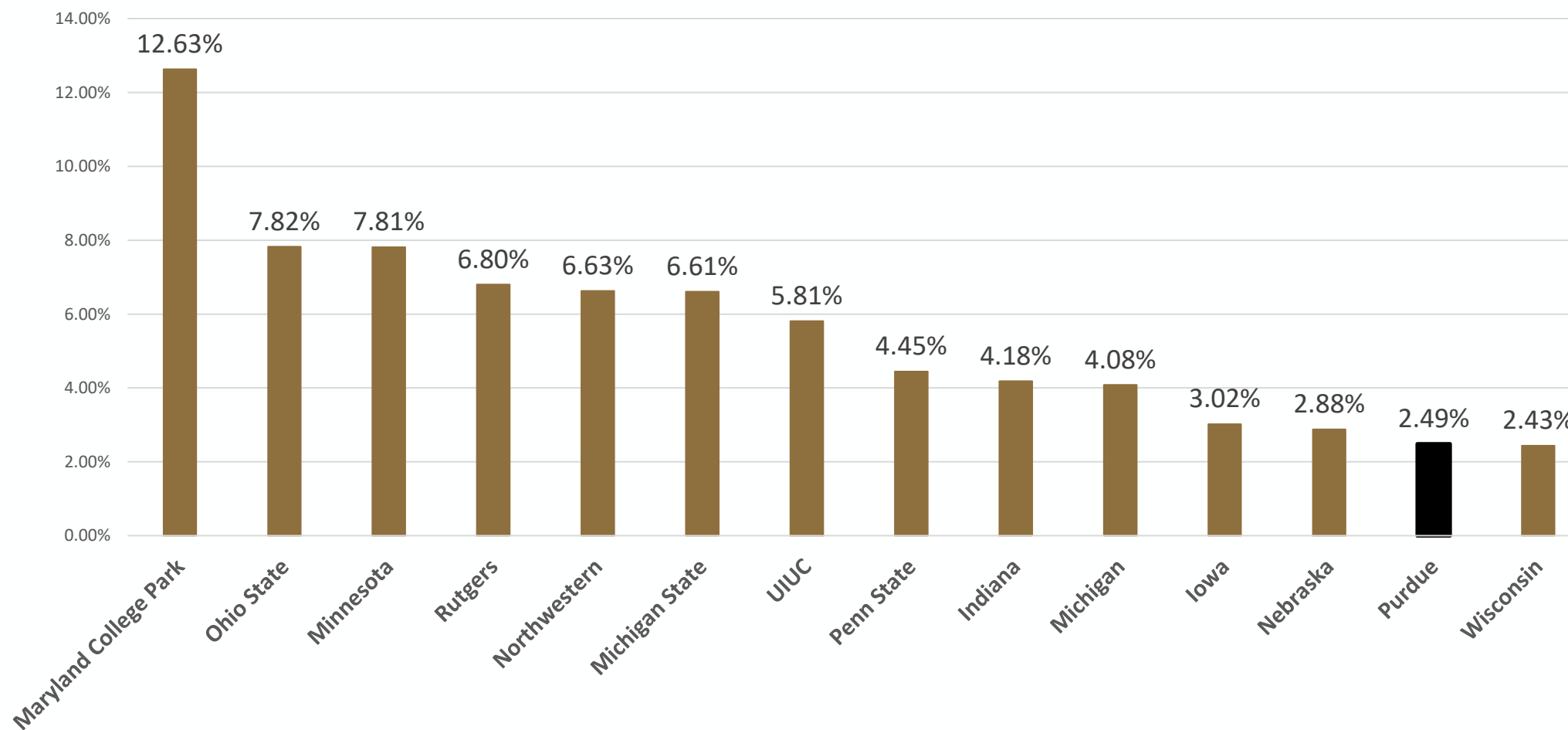
Undergraduate Representation

BigTen Comparison

Black Undergraduates as Percentage of Fall 2022 UG Student Body

Institution	Percentage
Maryland College Park	12.63%
Ohio State	7.82%
Minnesota	7.81%
Rutgers	6.80%
Northwestern	6.63%
Michigan State	6.61%
UIUC	5.81%
Penn State	4.45%
Indiana	4.18%
Michigan	4.08%
Iowa	3.02%
Nebraska	2.88%
Purdue	2.49%
Wisconsin	2.43%

Source: IPEDS National Center for Education Statistics

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Undergraduate Representation
Black Undergraduate Admissions Funnel

	Fall 2021	Fall 2022	Fall 2023
Black Apps (% of Overall)	**2,197** (3.71%)	**2,488** (3.64%)	**2,602** (3.57%)
Black Admits (% of Overall)	**1,283** (3.15%)	**1,168** (3.24%)	**1,155** (3.16%)
Black Admit Rate *Admits as % of Apps*	**58.40%**	**46.95%**	**44.39%**
Overall Admit Rate *Admits as % of Apps*	**68.88%**	**52.69%**	**50.28%**
Black Matrics (% of Overall)	**242** (2.37%)	**232** (2.48%)	**299** (3.22%)
Black Yield Rate *Matrics as % of Admits*	18.86%	19.86%	25.78%
Overall Yield Rate *Matrics as % of Admits*	25.00%	25.99%	25.26%

5-year yield goal of 25% reached in 2 years

Yield Comparison

— Black Yield Rate   — Overall Yield Rate

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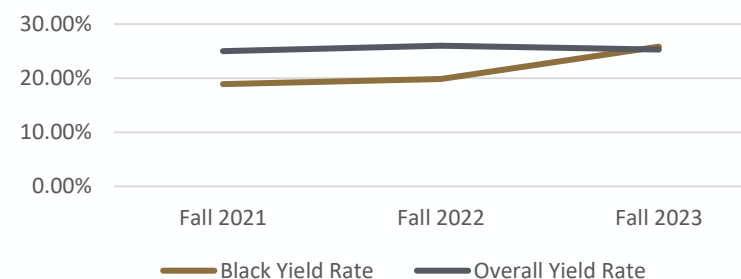
Source:
DataDigest &
IDA+A

Undergraduate Representation

Black Undergraduate Counts at Census

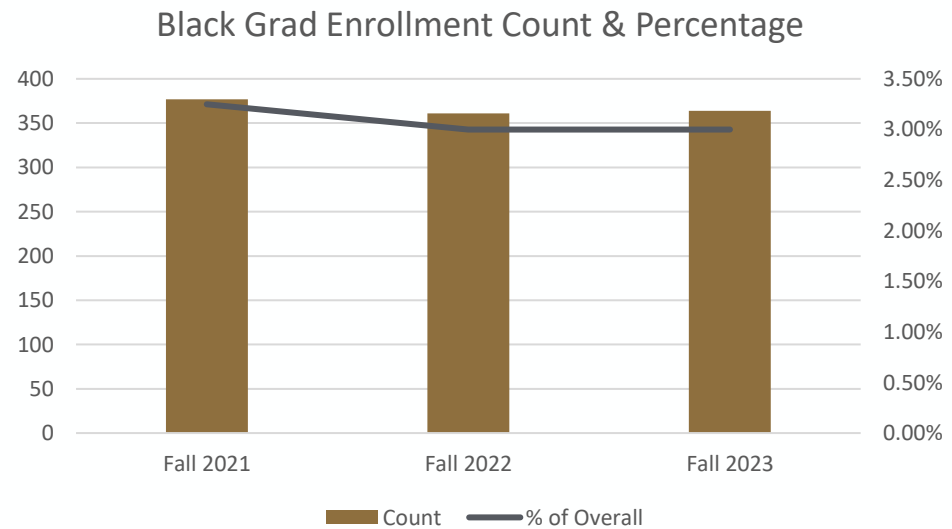|	Fall 2021	Fall 2022	Fall 2023
Count	**926**	**946**	**1,021**
% of Overall	**2.50%**	**2.49%**	**2.61%**
First Gen (%)	291 (31.4%)	295 (31.2%)	306 (30.0%)
Resident (%)	546 (59.0%)	567 (59.9%)	601 (58.9%)
Full Time Status (%)	882 (95.2%)	886 (93.7%)	978 (95.8%)

Black UG Enrollment Count & Percentage
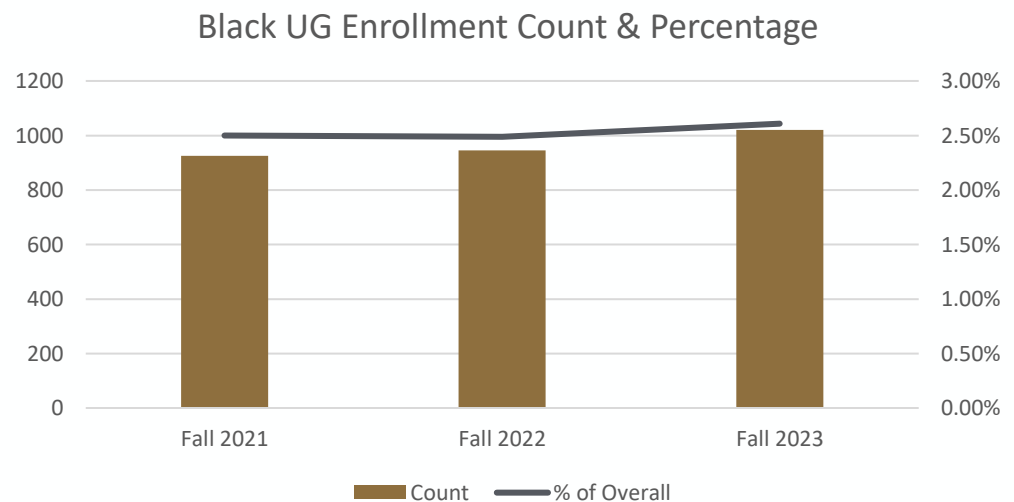
Source: DataDigest

Graduate Representation
Black Graduate Student Counts at Census

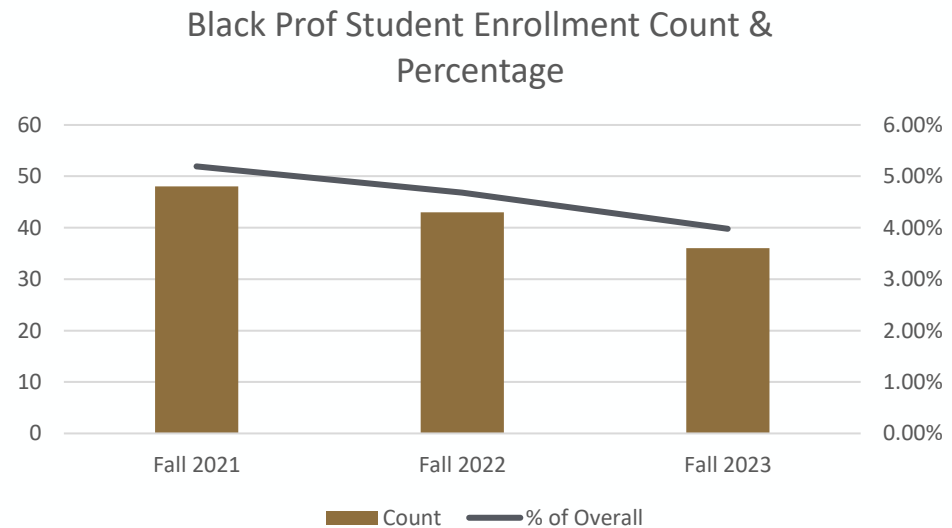|	Fall 2021	Fall 2022	Fall 2023
Count	377	361	364
% of Overall	3.25%	3.00%	3.00%
Masters (%)	230 (61%)	224 (62%)	195 (54%)
Doctoral (%)	103 (27%)	90 (25%)	90 (25%)
Other Classification (%)	44 (12%)	47 (13%)	79 (22%)

Black Grad Enrollment Count & Percentage

Source: DataDigest
Graduate = Masters, Doctoral, Doctor of Audiology, Doctor of Nursing Practice and certificates

Professional Student Representation

Black Professional Student Counts at Census

	Fall 2021	Fall 2022	Fall 2023
Count	48	43	36
% of Overall	5.19%	4.68%	3.98%

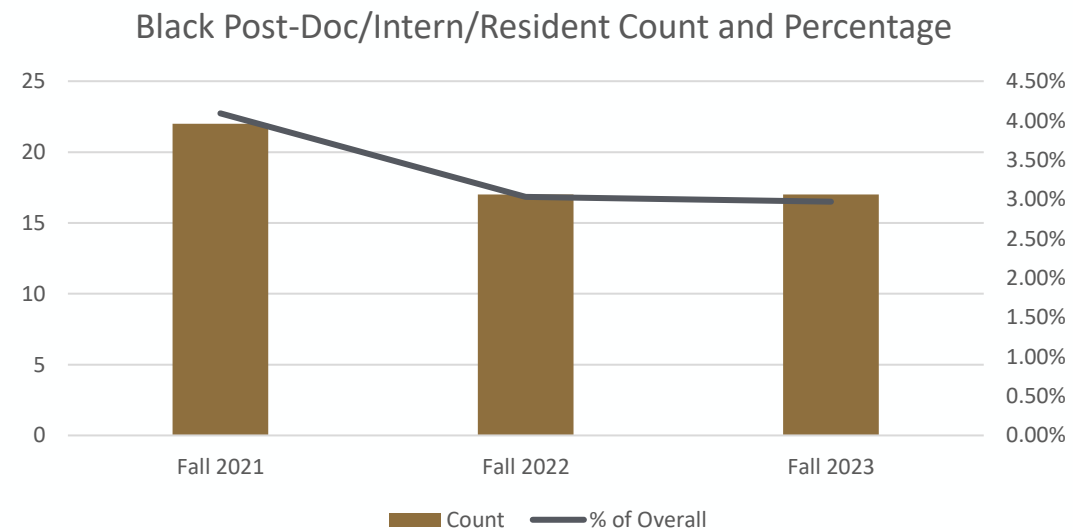Black Prof Student Enrollment Count & Percentage

Source: DataDigest
Professional = Doctor of Pharmacy, Doctor of Veterinary Medicine

Post-Doc/Intern/Resident Representation

Black Post-Doc/Intern/Resident Counts at Census

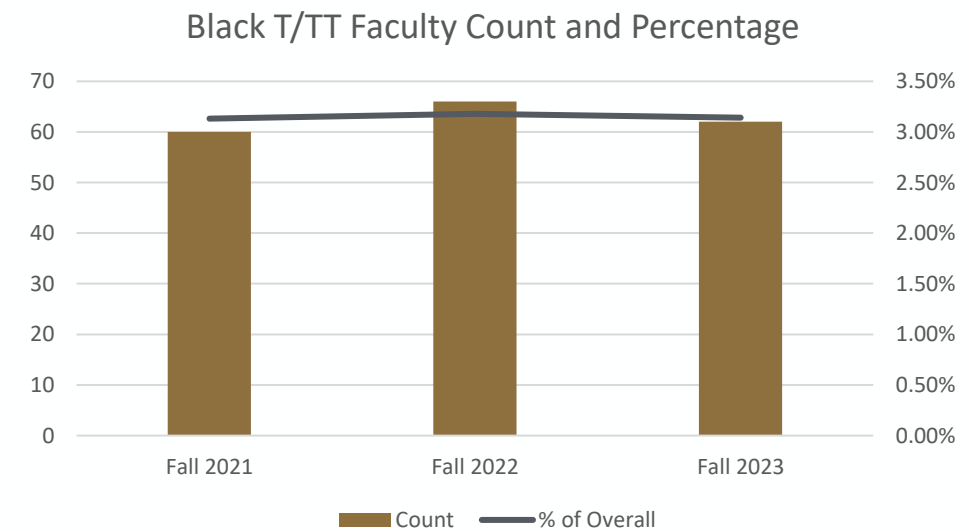|	Fall 2021	Fall 2022	Fall 2023
Count	22	17	17
% of Overall	4.09%	3.03%	**2.97%**

Black Post-Doc/Intern/Resident Count and Percentage

Source: DataDigest

Faculty Representation

Black Tenured/Tenure-Track Faculty Counts at Census

	Fall 2021	Fall 2022	Fall 2023
Count	60	66	62
% of Overall	3.13%	3.18%	3.14%

Black T/TT Faculty Count and Percentage

Faculty Representation

Black Clinical/Research/Visiting Faculty Counts at Census

	Fall 2021	**Fall 2022**	**Fall 2023**
Count	24	27	26
% of Overall	5.39%	5.60%	5.31%

Black Clinical/Research/Visiting Faculty Count and Percentage
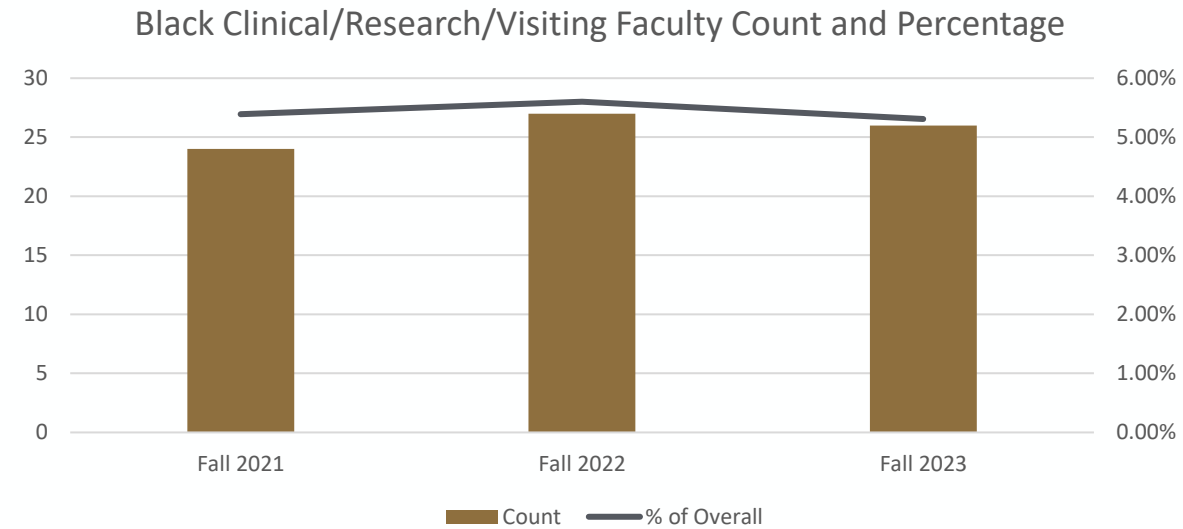
Source:
DataDigest

Staff Representation

Black Staff Counts at Census

	Fall 2021	Fall 2022	Fall 2023
Count	227	268	279
% of Overall	2.94%	3.32%	3.25%

Black Staff Count and Percentage
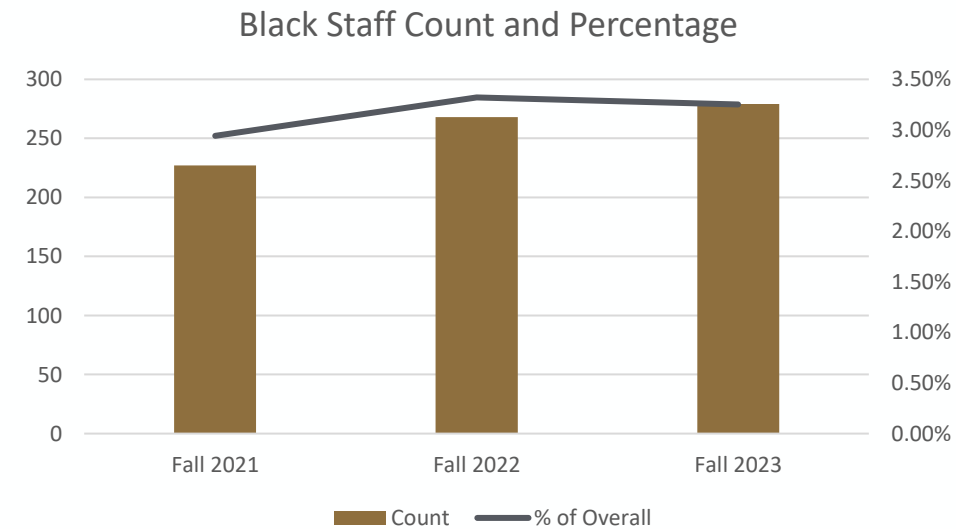
Source: DataDigest
Staff = Executive, Extension, Management, Professional, Service, Support, Temporary

Appreciative Inquiry Takeaways

Theme 1: Rationale for Coming to Purdue
- Attracted to Purdue's reputation
- Plan to launch next stage in career

Theme 2: Black Boilermaker Experience – Success Limiting Factors
- Adequate scholarships for students
- Mentoring relationships for students, faculty and staff
- Cultivating the talents of undergraduate students for graduation education
- Adequate professional development opportunities for staff and faculty

Theme 3: Black Boilermaker Experience - Institutional Climate and Culture
- Climate and culture that is sub-optimal for sense of belonging
- Low sense of psychological safety (which may also be success-limiting)

Theme 4: Black Boilermaker Experience - Greater Lafayette
- A chilly racial climate in Greater Lafayette
- Isolation and low psychological safety
- An environment that limits personal growth

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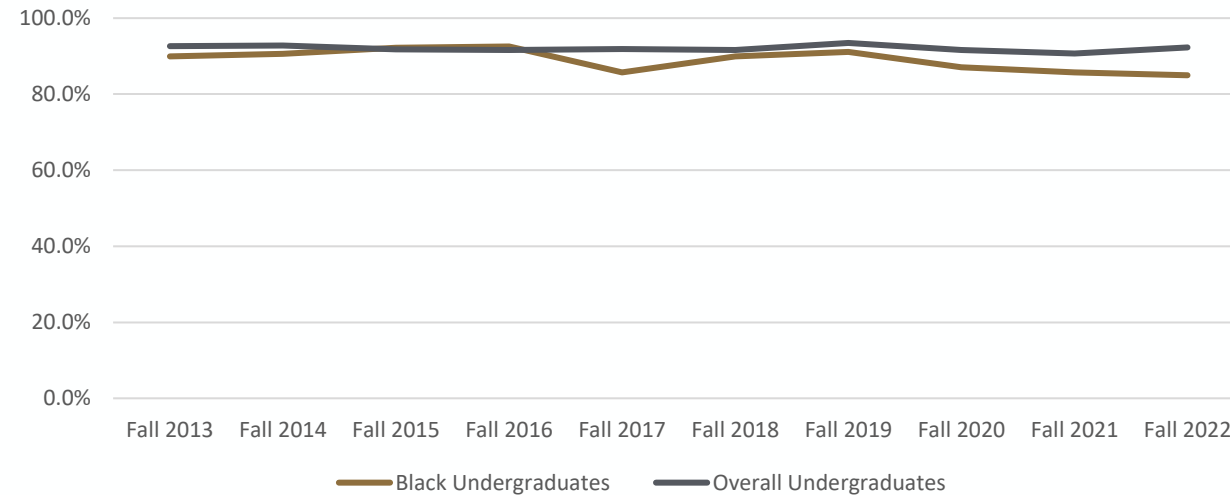## STUDENT SUCCESS

Undergraduate Retention

2nd Year Retention by Entering Cohorts

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Black Undergraduates	89.9%	90.6%	92.2%	92.5%	85.7%	89.9%	91.1%	87.1%	85.7%	85.0%
Overall Undergraduates	92.6%	92.8%	91.8%	91.6%	91.9%	91.6%	93.5%	91.6%	90.7%	92.3%

2nd Year Retention Rate Comparison by Entering Cohorts
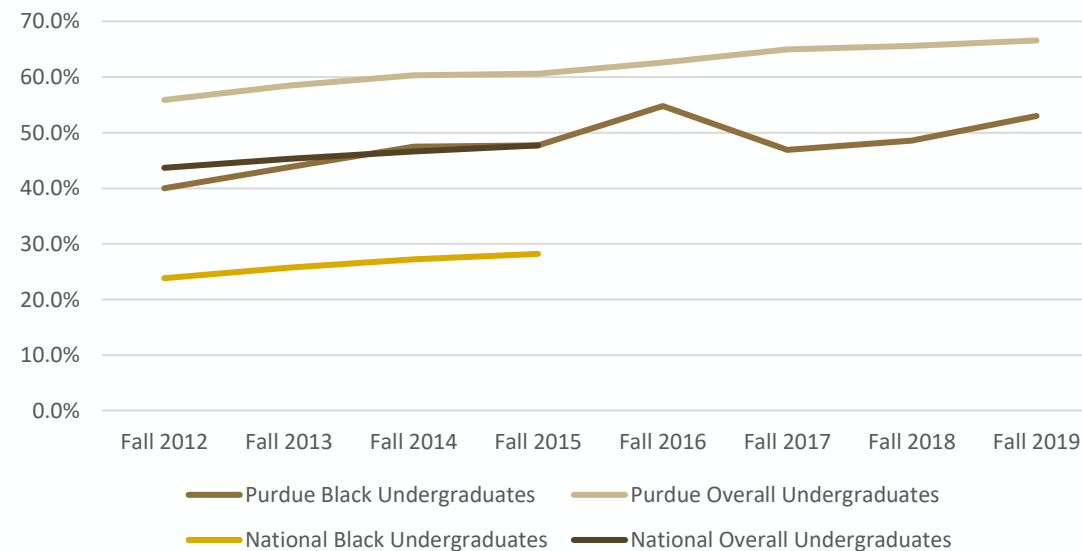

Source: Data Digest & IDA+A

Undergraduate Graduation

4-Year Graduation Rates by Entering Cohorts

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Purdue Black Undergraduates	40.0%	43.8%	47.5%	47.7%	54.8%	46.9%	48.6%	53.0%
Purdue Overall Undergraduates	55.9%	58.5%	60.3%	60.6%	62.6%	65.0%	65.6%	66.6%
National Black Undergraduates	23.8%	25.7%	27.2%	28.2%				
National Overall Undergraduates	43.7%	45.3%	46.6%	47.7%				

4-Year Graduation Rate Comparison by Entering Cohorts

Undergraduate Graduation

6-Year Graduation Rates by Entering Cohorts

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Purdue Black Undergraduates	67.8%	71.9%	71.3%	76.2%	81.6%	70.5%
Purdue Overall Undergraduates	81.2%	82.2%	83.3%	83.0%	83.5%	83.8%
National Black Undergraduates	38.4%	40.0%	40.5%	41.7%	42.6%	
National Overall Undergraduates	58.6%	59.5%	60.1%	60.9%	61.2%	
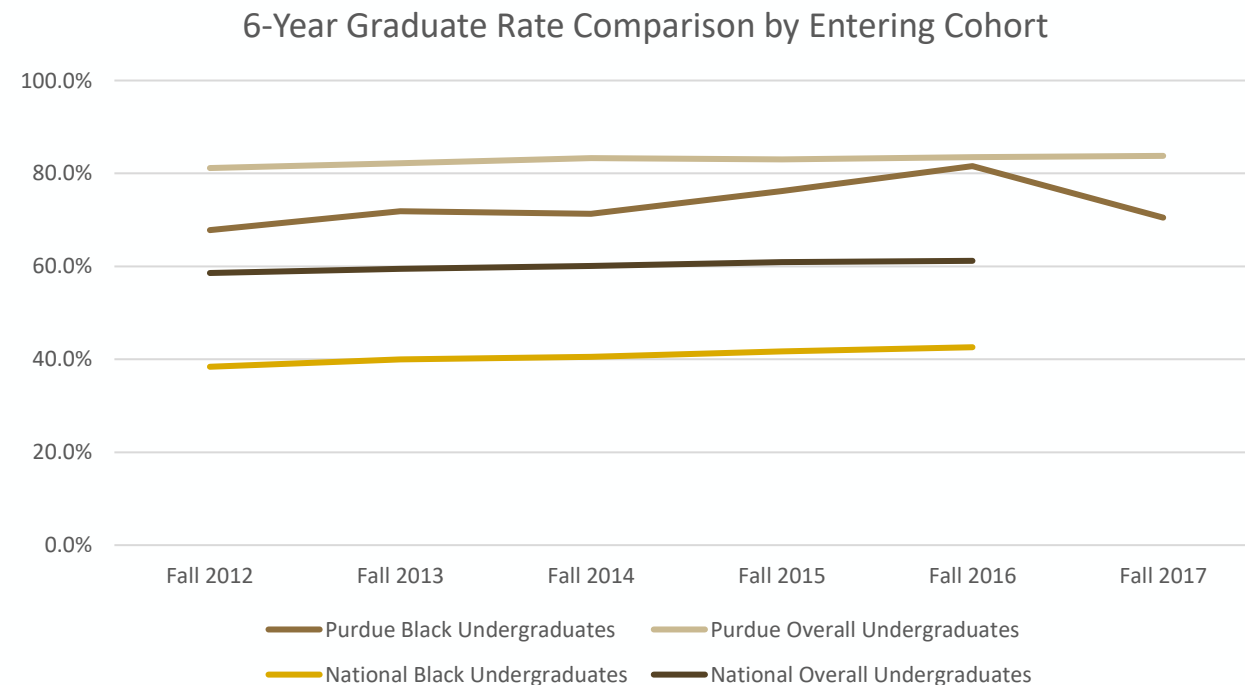
6-Year Graduate Rate Comparison by Entering Cohort

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Undergraduate Graduation

Time-to-Degree Rates (in Years) by Graduating Cohorts

	Spring 2014	Spring 2015	Spring 2016	Spring 2017	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023
Black Undergraduates	4.65	4.52	4.4	4.38	4.19	4.21	4.34	4.29	4.24	4.37
Overall Undergraduates	4.24	4.18	4.15	4.11	4.06	4.01	3.98	3.95	3.91	3.92

Time-to-Degree Comparison by Graduating Cohorts
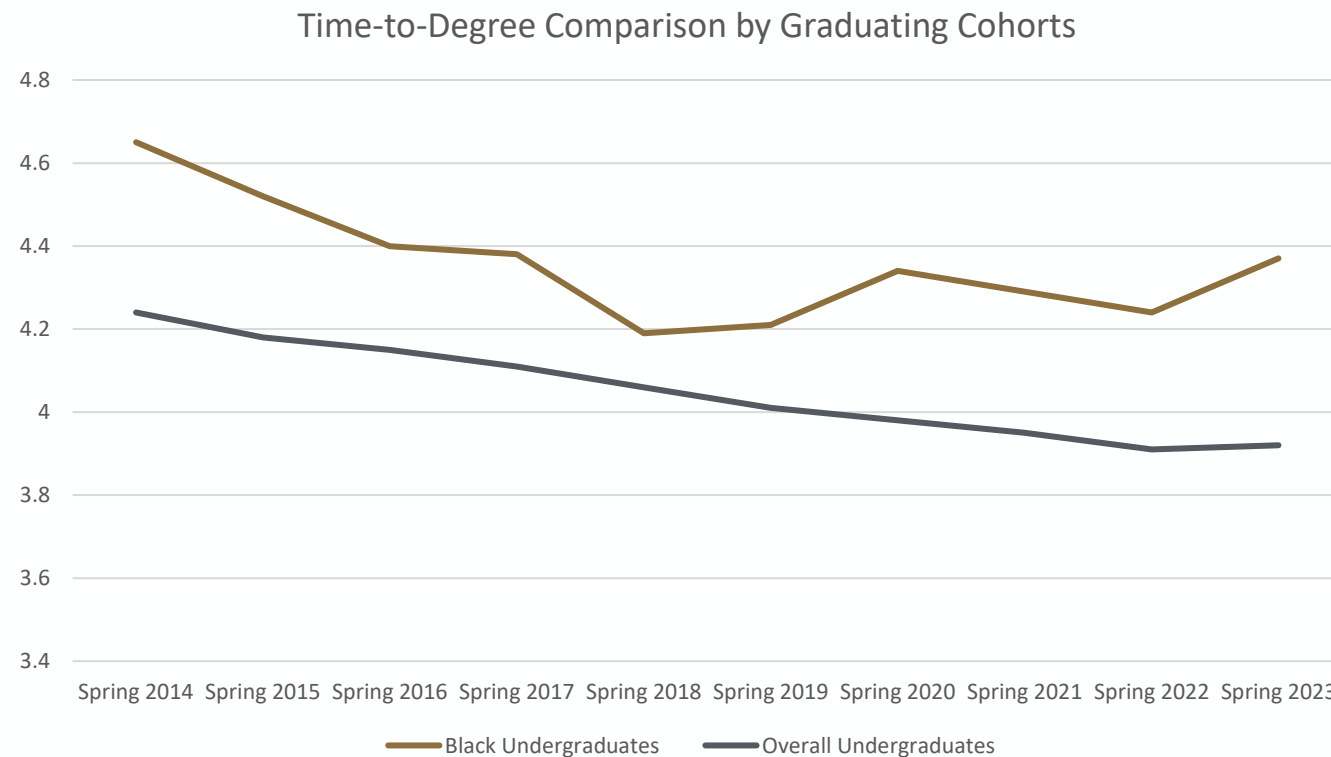
Source: Data Digest & IDA+A

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Student Success Highlights: BOP & MEP

Dr. Cornell A. Bell Business Opportunity Program
- 73.7% 4-year graduation rate for BOP '19 cohort. (Compared to a rate of 66.6% for overall undergraduates)
- 96.0% 2nd-year retention rate for BOP '22. (Compared to a rate of 92.3% for overall undergraduates)
- 35 students participated in the 2023 BOP Summer Session – largest cohort since 1981!

Dr. Cornell A. Bell Exhibit Dedication

January 23, 2024
3:00–4:00 PM
Parrish Library

Don and Liz Thompson Minority Engineering Program
- Celebrating 50th anniversary
- Graduated 3,000+ URM engineers since 1974
- Commemorating Marion Williamson Blalock
- Focusing on pathway development:
  - first generation
  - urban
  - rural
  - high-performing students from low-socioeconomic status communities

1947 - 2023
IN LOVING MEMORY
MARION BLALOCK

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Minority Engineering Program

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STRATEGY

K-12 Pipeline Development

Summer College for High School Students	2022	2023	Change
Number of Participants who identified as Black or African American	15.2% (114/751)	10.3% (98/935)	-5.1%
Number of Participants from Purdue Polytechnic High Schools	141	106	-33.0%

SATURDAY WITH THE BOILERS

In partnership with ODIB, Admissions hosted a group of prospective Boilermakers to learn about Purdue, meet with college representatives and attend a home football game.

100+
Diverse Students

5
High Schools that are >80% URM

Undergraduate Experience

Onboarding New Boilermakers	2022	2023	Change
New Black or African American Boilermakers who started over the summer	50.9% (118/232)	39.8% (119/299)	**-11.1%**
Emerging Leaders Scholars who started over the summer and identify as Black or African American	33.3% (32/96)	25.0% (21/84)	**-8.3%**
Percentage of Emerging Leaders Scholars starting over the summer	87.2%	90.3%	**3.1%**
Total Black or African American Emerging Leaders Scholars	29.5% (46/156)	25.2% (30/119)	**-4.3%**

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Source: Summer & Winter Sessions and IDA+A

POSSE SCHOLARS

During the past five years, fewer than 100 underserved students from northwest Indiana have matriculated to Purdue, so the university has partnered with the Posse Foundation — a national nonprofit rooted in the belief that a small, diverse group of talented students, carefully selected and trained, can serve as a catalyst for individual and community development.

11

Posse Scholars
2022-2023

22

Posse Scholars
2023-2024

LILLY SCHOLARS

Through an innovative pharmaceutical manufacturing scholarship program in partnership with Eli Lilly, scholars will receive a full-tuition scholarship and a guaranteed internship or co-op opportunity at Lilly, along with the promise of interaction with company leaders.

Upon graduation, Lilly Scholars will receive preferred access and opportunities to compete for a role at the company.
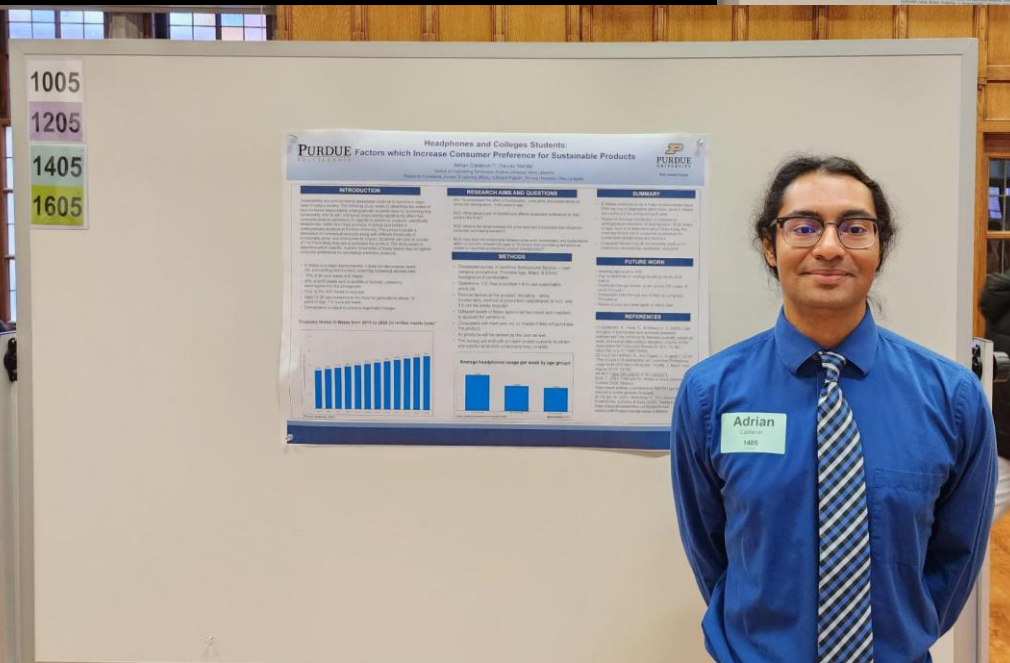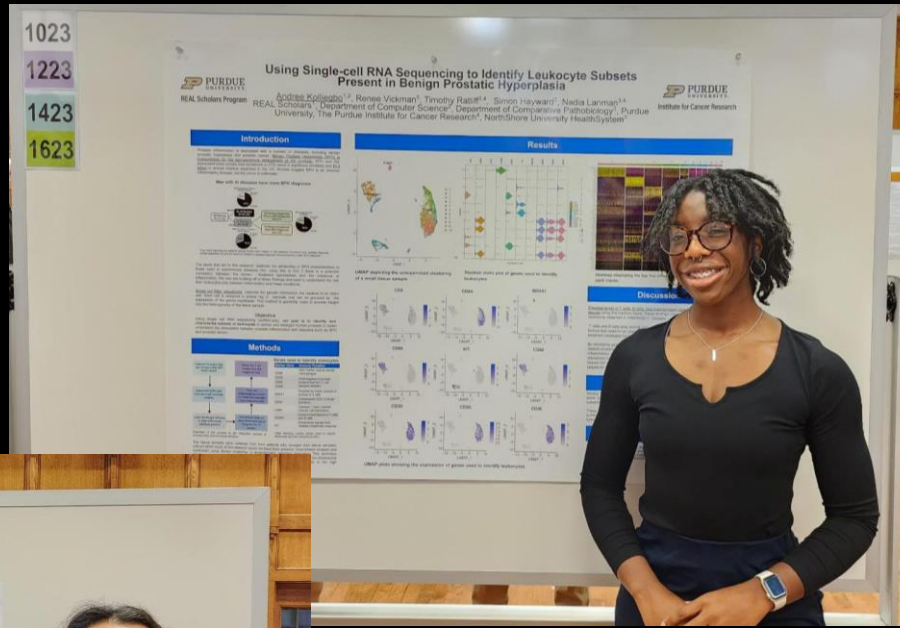
$42.5M

Funding for Lilly Scholars

EMERGING LEADERS SCHOLARS

81

Emerging Leaders Scholars entered Fall 2023

Research Excellence Access and Learning SCHOLARS

4

2024 Undergraduate Research Fall Expo Award Winners

DONNING OF THE KENTE

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Purdue in Indianapolis

Community Engagement

- Community Partner Dinner
- *Price of Progress: The Story of Indiana Avenue*
- Developing K-12 partnerships in Indianapolis

DIB Programming

- DIB Retreat with IU-Indianapolis staff (Fall 2023)
- Student-focused Listening Session (Spring 2024)
- Developing plans for cultural centers and scholars' programs
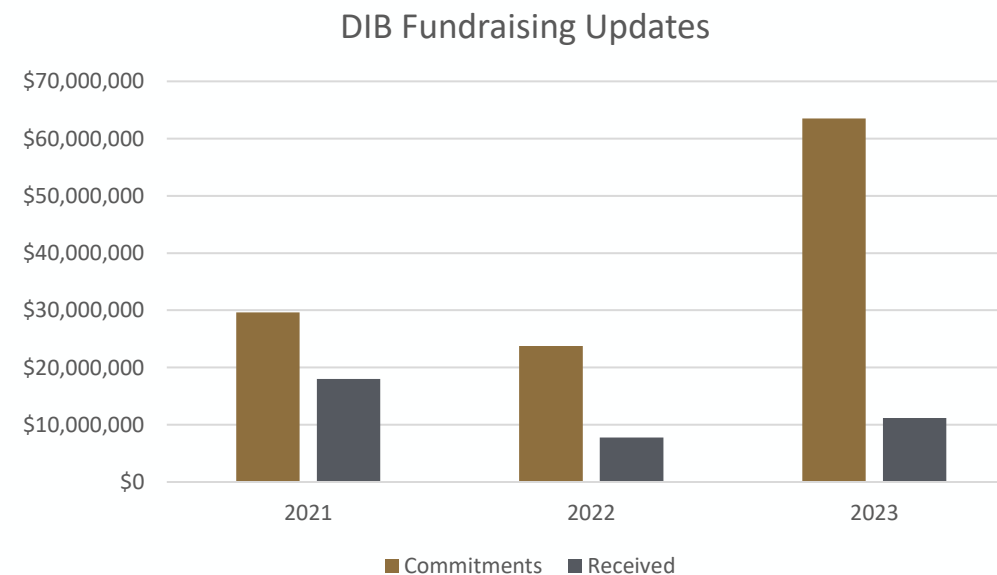
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HBCU Partnership Program

- Launch Alliance for Degree and Research Acceleration (ADRA) as model national partnership
- Establish joint degree programs with partner institutions
- Expand recruitment of graduate students from partner institutions
- Build institutional research capacity
- Fund targeted faculty research in the physical sciences
  - Focus on microelectronics, computing, and materials science
- Develop co-mentorship opportunities between Purdue and HBCUs

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Fundraising and Grants

- Launch fundraising campaign for Alliance for Degree and Research Acceleration

- Seek federal funding for student excellence initiatives (AGEP, LSAMP, etc)

DIB Fundraising Updates

$63.5 million committed in FY23 (of which $11.2 million received)

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THANK YOU!