

Fourth Meeting
Monday, 22 January 2024, 2:30 p.m.

Zoom Meeting

AGENDA

1. Call to order Professor Brian Leung
2. Statement of Land Use Acknowledgement Professor Brian Leung
3. Approval of Minutes of [20 November 2023](#)
4. Acceptance of Agenda
5. Remarks of the President President Mung Chiang
6. Question Time
7. [Résumé of Items Under Consideration by Various Committees](#) For Information
Professor Elizabeth A. Richards
8. Senate Document 23-16 Resolution Regarding David Malpass (revised) For Action
Professor David Sanders
9. Senate Document 23-17 Statement about the Use of AI in Each Particular Course For Discussion
Professor Eric Kvam
10. Senate Document 23-18 Resolution establishing the Record of Juneteenth on the Purdue University Academic Calendar For Discussion
Professor Eric Kvam
11. Senate Document 23-19 Update to Senate Parliamentary Authority For Discussion
Professor Elizabeth A. Richards
And Professor James Dworkin
12. Report on Equity Task Force Implementation For Information
Dr. John Gates

13. Introduction of new EVPR “SUFIE”

For Information
Dr. Christian Butzke

14. Remarks of the Senate Chair

Professor Brian Leung

15. New Business

16. Adjournment

Fourth Meeting
Monday, 22 January 2024, 2:30 p.m.

Zoom Meeting

Present: Manushag N. Powell (Secretary of Faculties and Parliamentarian), President Mung Chiang, Brian Leung (Chair of the Senate), Susan South (Vice-Chair of the Senate), Patrick Wolfe (Provost), Se'Andra Johnson (Sergeant-at-Arms), Dulcy Abraham, Bradley Alge, Ryan Alan Altman, Santokh Badesha, Saurabh Bagchi, Jonathan Bauchet, Ximena Bernal, Colleen Brady, Françoise Brosseau-Lapr e, Michael Champion, Yingjie (Victor) Chen, Julia Chester, Matt Conaway, Risa Cromer, Patricia Davies, Brian Dilkes, Ben Dunford, Jim Dworkin, Ulrike Dydak, Abigail Engelberth, Geraldine Friedman, Lori Hoagland, Katie Jarriel, Hyunyoung (Young) Jeong, Erika Birgit Kaufmann, Yuan (Brad) Kim, Nan Kong, Eric Kvam, Damon Lisch, Andrew Lu Liu, David Liu, David Love, Zhao Ma, Oana Malis, Ajay Malshe, Stephen Martin, Densie Masta Zywicki, Richard Mattes, Shannon McMullen, Byung-Cheol (BC) Min, Somosmita Mitra, John Morgan, Patricia (Trish) Morita-Mullaney, Robert Nawrocki, Deborah Nichols, Loring (Larry) Nies, Abdelfattah Nour, Alice Pawley, Padinjaremadhom (PV) Ramachandran, Julio Ramirez, Elizabeth Richards, Brian Richert, Shye Robinson, Torbert Rocheford, Gustavo Rodriguez-Rivera, Leonid Rokhinson, Timothy Ropp, Chris Ruhl, Mark Russell, Ant nio S  Barreto, David Sanders, Jennifer Scheuer, Steven Scott, Qifan Song, Kevin Stainback, Dengfeng Sun, John Sundquist, Robin Tanamachi, Anish Vanaik, Eric Waltenburg, Jeffrey Watt, Ann Weil, Kipling Williams, Bowei Xi, Yuan Yao, Howard (Howie) Zelaznik, Mark Zimpfer. **Advisors:** Heather Beasley, Michael Cline, Misty Hein, Sheila Hurt, Lowell Kane, Carl Krieger, Beth McCuskey, Melanie Morgan, Sunil Prabhakar, Alysa Rollock, Katherine Sermersheim, Rendi Tharp.

Guests: Amanda Emmons, Eric Barker, Christian Butzke, Angela Captioner, Ed Dunn, Phillip Fiorini, John Gates, John Gipson, James Mohler, Christopher Munt.

Absent: Burton (Lee) Artz, Paul Asunda, Charles Bouman, Stephen Cameron, Min Chen, Daniel Frank, Alan Friedman, Alice Johnson, Nastasha Johnson, Ann Loomis, Angeline Lyon, Pete Pascuzzi, Li Qiao, Joseph Robinson, Mark Rochat, Dennis Savaiano, Juan Sesmero, John Sheffield, Michael Smith, Ganesh Subbarayan-Shastri, Howard Sypher, Rusi Taleyarkhan, Monica Torres. **Advisors:** Cherise Hall, Lisa Mauer, Jenna Rickus.

1. Quorum being confirmed, the meeting was called to order at 2:30pm.
2. Senate Chair Brian Leung read the following Statement of Land Use Acknowledgement, as required by Senate Document 20-55:

The Purdue University Senate acknowledges the traditional homelands of the Indigenous People which Purdue University is built upon. We honor and appreciate the Bod wadmik (Potawatomi), Lenape (Delaware), Myaamia (Miami), and Shawnee People who are the original Indigenous caretakers.

3. The minutes of the November 2023 Senate meeting were entered as read.

4. The agenda was approved as distributed by general consent.
5. President Mung Chiang began his remarks. He reminded everyone to stay warm and safe during our winter weather adventures. He thanked all the faculty, students, and staff who helped Purdue achieve 3 out of 3 wins among the National Hubs competition in 2023. He also thanked the Lilly Endowment for approving Purdue's request for \$100 million in philanthropic support for the Daniels School and for [Purdue Computes](#), a grant that will benefit many students of today and tomorrow. He thanked the FAA and Southern Airways Express for giving us the opportunity to resume commercial airline passenger service, which may begin as soon as May; and he announced his plan to ask the Trustees to name the new terminal to be constructed the Earhart terminal, in honor of Amelia Earhart.

He thanked the Senate and two of its committees for their collaborative work supporting the initial AI policy and learning document, which will be updated yearly. Finally, he thanked the housing and wellbeing committee for taking action on pedestrian safety. It was hoped that announcements from that committee would be ready for the February Senate meeting.

President Chiang then highlighted two initiatives. The first was on the importance of sustained efforts in graduation rates as one of the metrics for student success. The 4-year rate seemed to be plateauing at around 66% (83% for the 6-year rate). He called out the BOP ([Business Opportunity Program](#)), which supports historically underserved students and has a 73% 4-year graduation rate, as an aspirational model for everyone. He said that Purdue will not chase graduation rates at the expense of student education, but we must continue our efforts at improving it. The second initiative highlighted was the Daycare and Early Childhood Care Task Force, assembled over the break and launched this month to serve our entire campus community. Healthcare, childcare, transportation, and housing are all needed for the entire Greater Lafayette area. This year, healthcare and childcare will receive particular focus. President Chiang said that childcare is an essential pillar for talent recruiting and retention, as well as research productivity. Purdue will be working to be sure available physical capacity of existing spaces is fully utilized – at the moment we have empty spaces due to low staffing levels.

Provost Patrick Wolfe reemphasized that times to graduation have improved enormously in the past decade, and said we need to study what the drivers have been to continue to make progress. He said that we had talked last semester and the semester before about giving faculty their time back: how can we reduce and manage some of the bureaucracy that eats into our time? Suggestions continue to be welcome. Also, many have suggested that the possibility of a faculty club would be in order. The Provost signaled he was interested in exploring this.

6. Administrative responses to pre-submitted questions were posted to the Senate website [[Appendix A](#)].

Professor Howard Zelaznick asked how much effort was being put into recruiting qualified women to coach Purdue soccer, given recent all-male hiring trends. It was

suggested that Athletic Director Mike Bobinski could provide that information at a later date.

Professor Ajay Malshe thanked President Chiang for raising the important topic of graduation rates, and said that faculty were eager to partner with him on the work of increasing them.

Professor Alice Pawley asked President Chiang what the plan was to hire more staff for Purdue's childcare facilities, since vendor issues had been a perpetual problem, and each vendor claimed that no one was willing to apply for their jobs at the market rate for pay. President Chiang said that he sympathized with the experience of having young children and needing care for them, and that it was possible compensation would need to be adjusted. He said that the facts were that the university has spent money expanding the physical capacity of childcare facilities, but that the expansion sat empty because there was no staff, and that this was a productivity issue for Purdue employees, so action must be taken.

Professor James Dworkin asked what plans the administration had regarding first-generation college students. President Chiang said that the success of first-generation students was explicitly reflected as a line item on his at-risk pay, and that this was the case for some of his direct reports as well.

Chair Leung remarked that Acting Associate Provost for Graduate Programs Eric Barker was present for a limited time and could take questions on the proposal for a restructured graduate unit. [\[Appendix B\]](#) Immediate Past Chair Brady asked, given that the Senate had just received this two-page proposal for the reimagining of the graduate school, what are the next steps for people who have input they'd like to provide: Do they do that through the Academic Organization Committee? Should they direct input specifically to Associate Provost Barker or to Provost Wolf? What are the pathways for questions?

Acting Associate Provost for Graduate Programs Barker said that feedback and questions could go directly to him. The 2-page document was to be taken up by the AOC that same afternoon, and they would also be providing feedback as to whether there should be changes made before sending the proposal to the Board of Trustees. He added that the work done in the fall semester on the recommendation to convert from a traditional graduate school into an office for graduate students and postdoctoral scholars was done in collaboration with staff from the graduate school, the academic deans and associate deans at each of the colleges, the associate deans within the graduate school, the Graduate Council, and Senate leadership. He said that the proposal reflected consistent comments that the current structure and functions of the graduate school are much more broad than simply graduate education. The new title reflects a desire to find new resources to support graduate students, increasing fellowships and the support directly to our graduate students. No staff had been intentionally reduced, although some had voluntarily left and not all positions had been backfilled. All of the specialized centralized services for graduate students and postdocs were retained in this new proposed structure, in addition to some additional career development and programming targeting graduate students and postdocs interested in academic careers. He also reiterated that the

Graduate Council had been chartered and charged in 1949, and had some language around membership and purpose that in need of being looked at. A task force of the Senate and the Graduate Council would do this work in the spring, bringing any recommended updates to the AOC, Senate, and the Graduate Council, if possible, by the end of the spring semester.

Professor Pawley asked about the cost of the proposed reorganization. Associate Provost Barker said there was no cost to the university per se. The intent at the request of the President was that any savings be reinvested directly into graduate students themselves. Professor Pawley felt this sounded like window dressing, and wanted to know whether they were substantially following chains of command and existing power structures. She asked how postdocs would be incorporated and what real changes were planned. Barker said that the increased investments and career development for postdocs and graduate students was one additional piece. He suggested that the new Vice Provost for Graduate Students and Postdoctoral Scholars would have the opportunity to emphasize important areas. He said that Purdue had been able to find significant resources to invest directly in graduate students and offer them support financially as well as additional new support mechanisms around career development.

Professor Brian Dilkes asked if the projected cost savings would be realized through additional administrative burden placed on colleges. Barker responded that there was no intent to push anything back to the colleges. All centralized specialized services for graduate students that the colleges had access to would continue. Point five on the document list was an internal administrative issue in terms of how students are coded in our systems, but it did not create additional administrative work for colleges.

Professor Zelaznick asked about the new Vice Provost who would assume the duties formerly held by the Dean of the Graduate School: did this mean there would no longer be a representative at the Council of the Deans? Provost Wolfe said that he met with the Council of Deans once per week, and also met with his cabinet once per week, which comprised the various vice provosts. Acting Associate Provost Barker had been participating in the cabinet meetings, as would his successor.

Senator Brady inquired whether the reorganized graduate school would still provide a place outside of the college for graduate students to go to if they were having issues or concerns with their mentorship. Barker replied in the affirmative, and added that they were seeking a new staff member who would bring an understanding of the relational challenges that can exist between graduate students and mentors.

Vice Chair Susan South asked Provost Wolfe about the recent email from the Disability Resource Center. She stated that one takeaway from the information it provided was that Purdue's DRC testing services was not going to be able to meet the high demand. She asked if this might be a place to assist faculty and save them time: were there any plans for increasing the testing services? Provost Wolfe agreed that the DRC had not been increased adequately to keep pace with the increase in

student population, but signaled that there could be multiple recurring investments with the DRC, which was currently under [new leadership](#). Some new DRC positions had also been added. Provost Wolfe stated that he welcomed Senate input in the ongoing work of scaling the DRC to meet student demand.

7. Professor Elizabeth A. Richards presented the Résumé of Items under Consideration. [\[Appendix C\]](#) Chair Leung noted that the Advisory Committee was considering compensation strategies, marketing, and childcare. Professor Richard Mattes, Chair of the Nominating Committee, explained that this committee would be updating committee rosters for the 2024-25 academic year in the next few months. A survey had been sent out to all faculty to solicit volunteers for the faculty committees, and he asked all Senators to encourage constituents to fill that out. An additional survey was scheduled to go out to new Senators for their Standing Committee preferences in February. Committee Chairs were asked to contact the Nominating Committee if they had any needs not being met on their rosters. Finally, he invited anyone interested in running for Vice Chair to contact the Nominating Committee, which would be announcing the slate in the February meeting. Professor Brian Dilkes, co-chair of the Equity, Diversity, and Inclusion Committee said that the EDIC had met with a group of students looking to form a SWANA, and were in the process of forming a subcommittee to create a document about that issue. Professor David Sanders, Chair of the Student Affairs Committee, said that the SAC was considering the issue of campus safety in addition to its other ROI items. Professor Eric Waltenburg, Chair of the Faculty Affairs Committee, announced that the FAC was looking into Indiana SB 202.
8. Senator Sanders announced that Morris Levy, Senate Chair from 2011-12 and someone who had been instrumental in the issue of expanding childcare access, had entered hospice. He asked the community to carry his family and friends in their thoughts. [Secretary's note: Professor Levy sadly passed away on 25 January 2024. The Department of Biological Sciences posted a [memorial to him on their webpage](#).]
9. Professor Sanders was recognized to present [Senate Document 23-16](#) Resolution regarding David Malpass (revised). The Document was moved and seconded and debate began.

Professor Sanders reminded the Senate that document had been presented for discussion at the November meeting. He said that following the press release announcing Mr. Malpass' appointment to Purdue as a distinguished fellow, he had been contacted by concerned members of the Purdue community. He stressed that the issue was not about hiring a faculty member, and therefore, he said, it did not concern academic freedom. The concern was regarding the awarding of a position as distinguished fellow without faculty input. Professor Sanders suggested that someone with a mixed history was being asked to engage an unclear set of responsibilities. He said that Mr. Malpass was the chief economist at Bear Stearns when it failed during the 2008 financial crisis; that there had been reports of nepotism before he became president of the World Bank; that there had been questions about the handling of sexual harassment in more than one case during the World Bank presidency; and that he had refused to take any position on the scientific

consensus that human burning of fossil fuels is warming the globe. Because the World Bank funds projects that either contribute to or reduce the use of fossil fuels, this was a significant problem. Due to comments at the November Senate meeting, some language of the Document had been removed, but he felt the remainder was important, because there had been a number of administrative appointments that seemed to have a political character to them, and that seemed inconsistent with the values of Purdue University as an educational institution. There was no further discussion.

The question being put, the measure was adopted by a vote of 36 in favor to 21 opposed. 15 Senators abstained.

10. Chair Leung recognized Professor Eric Kvam, Chair of the Educational Policy Committee, to present [Senate Document 23-17](#) Statement about the Use of AI in Each Particular Course for discussion. Professor Kvam stated that the EPC had developed the language in concert with the Provost's Office because they wanted to make sure that there was a clear statement from each instructor that students could or could not use AI, or could use it in constrained circumstances, and whether the instructor was going to use AI in student grading or any other instances. There was no further discussion.

11. Professor Richards presented [Senate Document 23-19](#) Update to Senate Parliamentary Authority. The Document was moved and seconded and discussion began. Professor Richards explained that the longstanding Parliamentary Authority used by the University Senate had been issued in a new edition. The Secretary of Faculties had convened an advisory committee to examine the new edition, and it was the consensus of that group that the Senate should do so. Professor Dworkin also spoke in favor of adopting the new edition. The Secretary of Faculties un-muted herself to register an unseemly level of enthusiasm for the new edition, for the use of which she had just completed a training.

Professor Sanders stated that he was in favor of the proposal on the floor, but wished for an update on the references to the University Code that were also in the Bylaws. Secretary Powell referred the Senate to the [University Code FAQ](#), and explained that the code no longer existed as a physical document, but that most of its provisions remained in place and valid.

Chair Leung asked whether Parliamentary Code mandated kindness. Secretary Powell referred him to Cannon's *Rules of Order*, which was interested in the cultivation of goodwill within an assembly.

12. Chair Leung recognized Vice Provost Dr. John Gates to provide an update on the Board of Trustees' Equity Task Force, as required by [Senate Document 21-21](#). [\[Appendix D\]](#) Dr. Gates shared a lengthy report with the Senate, and talked through some of the data highlights. The Equity Task Force was formed by the Board of Trustees in 2020, and launched in 2021 with a three-prong goal: to increase Black representation, undergraduate graduate students, faculty, and staff; to improve the experience of Black Boilermakers; and to improve the success rates of black

Boilermakers. Purdue is second from the last among the B1G with regard to undergraduate representation, and so applications, acceptances, and overall yield rates were being examined closely. The last year had seen about 2600 applications from Black prospective students (out of 73,000), and in the past two years the yield rate had increased from 19% to about 25%. Graduate representation was flat, with most Black graduate students in masters' programs.

Black faculty representation had also remained fairly flat: while there had been an increase of thirteen Black tenured and tenure-track faculty from 2021, Purdue had lost nearly the same number through attrition.

Study of the Black Boilermaker experience revealed that Black Boilermaker faculty, students, and staff come to Purdue primarily because of its reputation, because it is a great place to do research, and a great place to launch one's career. There was a general sense that the university cares about providing students scholarships, mentoring of students, and developing the talents of students and faculty. However, Black Boilermakers also experienced the climate and culture as sub-optimal for a sense of belonging, and sense of psychological safety. The city of Lafayette also correlated to a perceived climate of racial isolation and low psychological safety for all faculty, students, and staff, and an environment that limited personal growth.

Areas to work on included the second-year Black retention rate, four-year graduation rates, and time to degree. Dr. Gates urged Senators to go over the slides with care, and to take note of the HBCU partnership program that would hopefully launch shortly.

Professor Sanders asked whether the graduation numbers were similar for Black athletes compared to other athletes. Dr. Gates replied that Black athletes at Purdue fared roughly as well as others, in part because Purdue Athletics has a robust student success program.

Professor Zelaznick asked why most comparisons were being made to national averages as opposed to peer institutions such as the seventeen other B1G members. Dr. Gates agreed that this information would be useful and suggested he would pursue it.

Professor Stephanie Masta asked on behalf of the Faculty of Color Network whether the information Dr. Gates had presented aligned well with institutional messaging around support for faculty of color. She felt that Black faculty might be hearing a message that they were not valued or respected, for example due to the administration's tepid response to the recent Supreme Court case on affirmative action in admissions or to IN SB 202. Dr. Gates stated that the President and Provost and legal team had made clear that Purdue's values were rooted in the land grant mission. Purdue's expansion into Indianapolis, he suggested, would provide new opportunities to continue to diversify faculty, students, and curricular offerings. And in general Purdue broadened its value proposition to be more inclusive of race, gender, sexual orientation, and also inclusive other areas of thought and being.

Professor Abdulfattah Nour thanked Dr. Gates for his presentation, which he said suggested that tremendous work had been done. He asked whether Purdue had reached out to the city of Lafayette in gathering their data, and asked whether there was data about people of color who attended science camps and Boiler camps. Dr. Gates said they had learned a great deal about the city, but had not yet talked with city officials about their findings. Regarding summer camps and other pipeline programs, he said they had found that students from across the state and elsewhere came to participate, and that recruitment fairs yielded students at a high rate. Therefore, the ODIB was looking to develop more K-12 pipeline programs, particularly from Indianapolis and PPHS.

Professor Masta asked whether OBID was receiving the same level of funding as it had in past years to support faculty doing research in the areas related to the Equity Task Force. Dr. Gates replied that ODIB continued to be funded and would continue to review the efficacy of its support actions. He noted that there had been a conversation afoot about withdrawing support from the Faculty Network of Color. He stated that that funding ran through his office, and that he had never said that ODIB would not fund the network.

13. Dr. Christian Butzke, the new EVPR SUFIE, had to leave the meeting due to a conflict; it was agreed to bring him back in March for his presentation on the new position.

14. Chair Leung recognized Professor Kvam to present [Senate Document 23-18](#) Resolution Establishing the Record of Juneteenth on the Purdue University Academic Calendar for discussion on behalf of the Educational Policy Committee. Professor Kvam noted that the proposal had come to the EPC from PSG and PGSG, and was only a request to have Juneteenth recognized, not to require time off from class or other activities. PSG President Shye Robinson noted that Juneteenth was a federally recognized holiday, and also recognized by other universities. She stated that ideally students would eventually like to have time off for the holiday, but that this was not the current request. PGSG President Somosmita Mitra explained that the proposal had begun in the PGSG, and that underpinning it was a desire to raise awareness of the historical importance of Juneteenth, which was not well known despite its status as a federally recognized holiday.

Professor Pawley asked for clarification as to which calendar would be modified per the proposal. While she supported adding it to the general university or events calendar, she was unsure of supporting its presence on the academic calendar, which was restricted to classes, exams, registration dates, etc. To change the academic calendar would be to make a significant change in precedent. It was confirmed that the proposal did indeed seem to add Juneteenth to the academic calendar, in part because it might encourage professors to be lenient and allow students time off for Juneteenth, without requiring it.

15. [Note: Because of volatile weather conditions, Chair Leung opted to forego delivering his Chair's Remarks during the meeting. They were distributed in the Senate newsletter and posted to the website.]

I begin by stating the obvious. Purdue University is a decidedly unique and broad talent pool. Faculty, staff, students, and administrators have converged on this campus since at least September 16, 1874, year by year creating an ever improving finely cut gemstone. One of the great leaps in the advancement of this university was to establish shared governance in February of 1964 through a University Senate model. What better use of an already vetted talent pool?

On this note, I'd like to particularly thank, for their hard work, members of the eight University Senate Standing committees as well as the members of the fourteen Faculty committees reporting to the Standing committees. Much of the work they do goes unseen, but it is significant and vital to the operations of Purdue University. Let us all take their example and remember that shared governance operates most efficiently when every member of the University Senate pitches in, and we demonstrate the continued value of our role in Purdue's ongoing success.

As a side note, according to Senate documents, the first meeting of the University Senate was November 16, 1964. I will not be chair, but the Senate meets this fall on November 18th when we will be 60 years and two days old. I'd like to suggest to Vice-Chair South, and Provost Wolfe, that we have a reception near that date to honor the milestone of our shared governance. I don't know what the budget might be, but 60 years *is* the diamond anniversary.

In terms of the business ahead of the University Senate this semester, I ask each of the committees to do their best to bring your currently in-progress Senate Document proposals to either our February or March meetings so that we might close our Senate business in April with a clean slate. It's doable, but not efficient to introduce Senate documents in April, which then languish until we meet again in September.

And finally, we are all here with an academic mission in service of creating intellectual, artistic, and economic opportunity. We have shared purposes that bring great value to our community, this state, and to the nation. With that said, it is not news to you that Higher Education is facing cultural and political headwinds. Administrators, faculty, and even students are under scrutiny. And there is real irony in that some defenders of free speech are proposing limiting free speech on campuses. I have no special insights for this body or the university community at large, but I have a small suggestion. Know your true story. Be able to tell the true story of why and how you are here to learn and teach and serve. I cannot think of a discipline taught on this campus that can't ultimately be linked to something with political and/or cultural impact. It doesn't matter if it's Engineering or Theater. Agriculture or Kinesiology. Because everything we do affects people. And promoting learning, by design, asks people not to be satisfied with what they think they already know.

But how do you communicate this to critics beyond the perimeters of a college campus? Know your true story. Make it part of your practice to effectively communicate why you are a learner and/or why you are a teacher. Be able to articulate the gaping difference between advancing critical thinking skills vs. indoctrination. In my field, it would break my heart if someone claimed that teaching the Bible as literature was an act of pushing a religious ideology. It would break my heart all the same if teaching Margaret Atwood's novel, *The Handmaid's Tale*, were accused in the same way. Or if both were taught in the same course. But it's not enough to have a broken heart. You must know your true story, and well before you are asked you must be fully prepared to tell it.

16. There being no new business, and given concerns about the freezing rain, the meeting adjourned at 4:14pm.

Questions

Purdue Global	3
Please report on the financial health of Purdue Global including the impact on Purdue main campus.....	3
Research Facilities	3
The NIH Budget is ~\$50B and the combined budget of NSF and DOE is ~\$20B. In 2023, approximately 30% of the NIH budget went to Medical Schools for research. Purdue has a Veterinary College on campus – it is a medical school. While the clinical operation has been well funded, the research infrastructure has not. The vet path building is 107 years old, and full of cockroaches (I know as I have a lab there with many cockroach traps); Lynn Hall is over 60 years old. I believe there have been only 2-3 new research labs built since 1950. Some research space has even been transferred to administrative units (IT) with a likely net loss over the past several years. While renovated space is reasonable (even with cockroaches), there is insufficient space to attract new leading-edge faculty. My question is, when will the vet school be considered important enough to have a real increase in high-quality research space that will allow us to attract high quality talent? The opportunity to attract more of that NIH budget is a good reason to raise the bar in the Vet College.	3
Student Stipends and Housing	3
Could you please elaborate on the mechanisms and measures the University has established to ensure that the recent minimum stipend increase does not lead to the elimination of graduate student appointments within departments, particularly in non-STEM colleges where there's already a discrepancy in pay compared to other colleges? There have been reports, as shared by a fellow graduate student, suggesting explicit verbal statements indicating that the College of Education intends to eliminate 12 to 15 appointments due to the recent stipend increase.	3
Could you please provide information about any upcoming plans to enhance graduate student stipends for Fall 2024, beyond the recently announced minimum of \$28k? There have been concerns about potential reductions or consolidations in graduate staff positions in some departments due to insufficient funding. Is there any intention to allocate additional funding to these departments to meet the minimum stipend requirement? While it may not be feasible for the university to solely support departments paying their graduate student staff at the minimum to raise it to a higher rate, there's a worry that this might imply a lesser value placed on these students by Purdue compared to other departments. Is there a plan in place to address this sentiment, and if so, what steps are being considered?	4
There are concerns about the exploitation of both graduate and undergraduate students by landlords in the greater Lafayette area, contributing to a housing crisis. Although there are future building plans, the current situation remains critical. Are there immediate actionable plans that the university is considering to address the housing crisis resulting from a larger student population on campus than ever before?	4
Purdue University Indianapolis.....	4
What does the future of University Senate seats look like with respect to the Purdue Indianapolis seats being added in?	4

How does the University envision the role of student government when it comes to the inclusion of Purdue Indianapolis? Will PSG and PGSG senate include students from Purdue Indianapolis as representatives?5

Will graduate staff from Purdue West Lafayette, especially from the Computer Science department, be required to assist with courses, research, or administration at Purdue Indianapolis campus in the future?5

Course Withdrawal Dates.....5

Are there any plans to revert the deadline of course withdraw to pre-pandemic date?.....5

Purdue Global

Please report on the financial health of Purdue Global including the impact on Purdue main campus

From Purdue's audited financials, Purdue Global's revenues were \$460M, \$471M, and \$435M in FY23, FY22, and FY21, respectively. Purdue Global had a modest loss in FY23 (-\$6.7m) arising from additional investments in academic and student success. In FY22 and FY21, Purdue Global had small surpluses (\$10.3m and \$5.3m, respectively). The 3-year average is a surplus of 0.66% on annual operating budget. There is no impact on Purdue University West Lafayette.

Purdue Global's financial statement is included as part of the official Purdue [annual financial report](#). A [summary](#) was also shared at Purdue Global's August Board meeting.

Research Facilities

The NIH Budget is ~\$50B and the combined budget of NSF and DOE is ~\$20B. In 2023, approximately 30% of the NIH budget went to Medical Schools for research. Purdue has a Veterinary College on campus – it is a medical school. While the clinical operation has been well funded, the research infrastructure has not. The vet path building is 107 years old, and full of cockroaches (I know as I have a lab there with many cockroach traps); Lynn Hall is over 60 years old. I believe there have been only 2-3 new research labs built since 1950. Some research space has even been transferred to administrative units (IT) with a likely net loss over the past several years. While renovated space is reasonable (even with cockroaches), there is insufficient space to attract new leading-edge faculty. My question is, when will the vet school be considered important enough to have a real increase in high-quality research space that will allow us to attract high quality talent? The opportunity to attract more of that NIH budget is a good reason to raise the bar in the Vet College.

Our College of Veterinary Medicine is critical to Purdue's research, teaching, and engagement missions. The recent \$108 million commitment to the David and Bonnie Brunner Purdue Veterinary Medical Hospital Complex is one important step toward further strengthening academic and research excellence in veterinary medicine and related sciences. Faculty across the College of Veterinary Medicine have increased sponsored funding from \$11 million in FY 2021 to more than \$15 million in FY 2023. Veterinary Medicine has recruited two of the first Moveable Dream Hires, based on increased access to interdisciplinary research space across campus along with the R&R funding that is often invested as part of the Moveable Dream Hires process.

Student Stipends and Housing

Could you please elaborate on the mechanisms and measures the University has established to ensure that the recent minimum stipend increase does not lead to the elimination of graduate student appointments within departments, particularly in non-STEM colleges where there's already a discrepancy in pay compared to other colleges? There have been reports, as shared by a fellow graduate student, suggesting explicit verbal statements indicating that the College of Education intends to eliminate 12 to 15 appointments due to the recent stipend increase.

Deans make decisions for each college on the number of assistantships, overall stipend levels (at or above the university minimum), and funding distributions within their college based on their priorities in a given year and on the talent

competition with other universities in the same discipline. Colleges will receive an increase in recurring funds to support graduate student stipends similar to the staff/faculty merit increase percentage.

Could you please provide information about any upcoming plans to enhance graduate student stipends for Fall 2024, beyond the recently announced minimum of \$28k? There have been concerns about potential reductions or consolidations in graduate staff positions in some departments due to insufficient funding. Is there any intention to allocate additional funding to these departments to meet the minimum stipend requirement? While it may not be feasible for the university to solely support departments paying their graduate student staff at the minimum to raise it to a higher rate, there's a worry that this might imply a lesser value placed on these students by Purdue compared to other departments. Is there a plan in place to address this sentiment, and if so, what steps are being considered?

Please see answer to the previous question. Central support to Colleges for graduate students follows the same policy across Colleges.

We will also be asking all programs to do an analysis of the graduate stipends of direct competitors with the goal of maintaining or enhancing competitiveness for the best graduate students. This analysis will assist in determining if additional resources are needed to achieve discipline-specific competitive stipends.

Working with Sponsored Programs, we are also developing revised guidance for sponsored projects that more proactively budget graduate stipends for later budget cycles to help avoid shortfalls in stipend funding.

There are concerns about the exploitation of both graduate and undergraduate students by landlords in the greater Lafayette area, contributing to a housing crisis. Although there are future building plans, the current situation remains critical. Are there immediate actionable plans that the university is considering to address the housing crisis resulting from a larger student population on campus than ever before?

Purdue has committed to plateauing enrollment for the upcoming year and the local community will be adding 1,000 additional beds by the fall semester. The Off-Campus Housing office assists students with navigating issues when seeking off-campus housing and other resources to aid in the process. The office also keeps a finger on the pulse of available housing in the local market to assist in a search according to a student's wants and needs.

The Student Legal Services (SLS) office assists students with property owner disputes. SLS and Off-Campus Housing work hard to communicate and assist students to understand tenant rights and responsibilities.

Purdue is committed to addressing long-term housing demand. Purdue has increased on-campus housing by 20% over the last four years. Planning and construction are underway for two new housing projects, which will add about 1,900 beds to campus. Purdue will have added a greater percentage of student housing beds than the undergraduate enrollment growth over the same period once these projects are complete.

Purdue University Indianapolis

What does the future of University Senate seats look like with respect to the Purdue Indianapolis seats being added in?

We respectfully defer to Senate Leadership since the reapportionment process is defined by Article 2.01 of the Bylaws of The University Senate.

Parliamentarian's note: As per the Bylaws, the Senate reapportions itself each November for the coming year based on the current number of faculty members in each unit. Senate years run from July to July. The presence of tenure-track and clinical faculty members who are newly homed with Purdue West Lafayette will be reflected in next year's reapportionment. The Faculty Affairs Committee is looking into the issue of members who are tenured to the university, and will make a recommendation as to how they might be represented in the University Senate. Currently, IUPUI has two voting Senators. These Senators will cease to serve once IUPUI is officially dissolved in July.

How does the University envision the role of student government when it comes to the inclusion of Purdue Indianapolis? Will PSG and PGSG senate include students from Purdue Indianapolis as representatives?

Purdue Student Government (PSG) and Purdue Graduate Student Government (PGSG) have not yet finalized plans for representation, but both groups currently intend to include students from West Lafayette and Indianapolis. Representation is ultimately up to student government. The Senate may wish to consult PSG and PGSG leaders for their most current thinking on this matter.

Will graduate staff from Purdue West Lafayette, especially from the Computer Science department, be required to assist with courses, research, or administration at Purdue Indianapolis campus in the future?

We anticipate graduate students at the Indianapolis location will fulfill these needs. If additional TAs are needed beyond the graduate students currently enrolled in Indianapolis, students at the West Lafayette location will have the opportunity to apply for these positions. Compensation for West Lafayette TAs will consider travel to the Indianapolis location.

Course Withdrawal Dates

Are there any plans to revert the deadline of course withdraw to pre-pandemic date?

Pandemic-related adjustments to the course withdrawal dates were temporary and short lived. The University reverted to pre-pandemic withdrawal dates several semesters ago. Post-pandemic, in Spring 2023 the EPC and University Senate revised the add/drop deadlines (see [Senate Document 22-23](#) for details including rationale) to what they are today (see [academic regulations](#)). Given the recent consideration and deliberation by the Senate on the topic, the university does not plan to suggest further revision.

To: The University Senate
From: Libby Richards, Chairperson of the Steering Committee
Subject: Résumé of Items under Consideration by the Various Standing Committees

Steering Committee

Libby Richards, erichards@purdue.edu

1. Monitoring faculty affair processes at Purdue Indianapolis including department absorption, university tenure, and P&T evaluation at Purdue Indianapolis
2. Soliciting reports and informational sessions in response to faculty and committee requests
3. Requested FAC to review recent administrative changes to promotion and tenure process
4. Requested FAC to review Senate apportionment in consideration of lecturers, MAPSAC, CASAC, Purdue Global, Purdue Indy

Advisory Committee

Brian J. Leung, senate-chair@purdue.edu

1. Hiring Practices
2. Sustainability on Campus

Nominating Committee

Richard D. Mattes, mattes@purdue.edu

1. Managing new committee vacancies
2. Studying number and disposition of Senate advisors

Educational Policy Committee

Eric P. Kvam, kvam@purdue.edu

1. Assessing what AI regulations are needed
2. Considering ways to improve the Grade Appeal process
3. Updating MEAPS language as per SB22-08
4. Juneteenth holiday recognition

Equity, Diversity, and Inclusion Committee

Brian Dilkes, bdilkes@purdue.edu / Geraldine Friedman, friedman@purdue.edu

1. DEI efforts in the wake of the SFFA v. Harvard and SFFA v. UNC decision
2. Students proposing a center for students from western Asia and North Africa presenting to The EDIC at our next meeting (11/27)

Faculty Affairs Committee

Eric N. Waltenburg, ewaltenb@purdue.edu

1. Evaluating Senate size; apportionment; quorum rules
2. Assessment of Recent Changes in P&T Process
3. Request for MaPSAC and CSSAC to have voting members on Senate
4. Lecturers Advisory Board presence on University Senate

Student Affairs Committee

David Sanders, retrovir@purdue.edu

1. Graduate Student Compensation
2. Juneteenth Holiday Recognition

University Resources Policy Committee

Lori Hoagland, lhoaglan@purdue.edu

1. Sustainability Committee proposed reorganization
2. Parking regulations and appeals process

**Purdue Graduate School Transformation
Final Report and Recommendations
Eric Barker, Associate Provost for Graduate Programs (Acting)
January 3, 2024**

Background: In June 2023, President Chiang and Provost Wolfe requested that Dr. Barker conduct a thorough and thoughtful review of current functions of the Purdue Graduate School with an emphasis on identifying mechanisms to enhance graduate and professional student support and career preparation while removing administrative barriers to student success.

A deep-dive of all Graduate School functions was conducted over the fall 2023 semester. Key stakeholders were also engaged in this review, including the academic deans, the college-level associate deans for graduate education, the associate deans in the Graduate School, the Purdue Graduate Council, and University Senate leadership. The focus of these stakeholder conversations was asking fundamental function and structure questions such as: Is the term “Graduate School” necessary and relevant to the scope of activities currently housed in Purdue’s Graduate School? Are there other options? If there is to be a new structure, it cannot devalue graduate education and should impress the importance of graduate students, professional students, and post-doctoral fellows at Purdue.

Overall, the intent is to better support graduate and professional programs at department, college, and university levels with the following overarching principles:

- The North Star is student success. As feasible, more resources should be devoted to students directly and processes streamlined for the ease of student life as graduate programs at Purdue grow.
- All essential functions at the university central level will continue, including hosting certain interdisciplinary graduate degree programs.
- Since graduate admissions have always been run mostly at department/program and college levels, faculty in individual graduate degree programs will be further empowered to innovate in graduate education.

Benchmarking: A key question was, *how do the Top Five Public Universities handle graduate programs?* The following structures exist:

- UC-Berkeley – Berkeley Graduate Division led by Vice Provost and Dean
- UCLA – Division of Graduate Education led by Dean, Division of Graduate Education
- University of Michigan – Ann Arbor – Rackham Graduate School (or School of Graduate Studies) led by Dean and Vice Provost for Academic Affairs – Graduate Studies
- University of Virginia – Office of Graduate & Postdoctoral Affairs led by Associate Vice Provost and Director
- University of Florida – The Graduate School led by Associate Provost and Dean

Of note, three of the top five public universities have a support structure distinct from a traditional “Graduate School.”

Recommendations:

1. To better align with the overall functions, rename the Purdue Graduate School to the Office for Graduate Students and Post-Doctoral Scholars to be housed in the Office of the Provost.

2. The Office for Graduate Students and Post-Doctoral Scholars would be led by the Vice Provost for Graduate Students and Post-Doctoral Scholars.

3. The Vice Provost will be supported by Associate Vice Provosts and Directors as deemed necessary to support core functions.

4. The following specialized and centralized services for graduate students and post-doctoral scholars will continue:

- Interdisciplinary Graduate Programs
- Program and curricular approvals
- “GRAD” courses
- Graduate records database
- Fellowship management
- Post-doctoral fellow support
- Admissions management
- Professional development
- Graduate assistance and advocacy
- Graduate student success programs

5. All graduate and professional degrees will be awarded by the home College. Admissions decisions and offers will continue to be managed by the home College with continued support from the Office for Graduate Students and Post-Doctoral Scholars. Interdisciplinary program students will “officially transfer” into their home College/Department (program) in their final semester so that their degree will be awarded by the home College.

6. The Graduate Council charter and charge from 1949 should be reviewed in Spring 2024. The membership and purpose for the Graduate Council should be updated. A joint Task Force between the Graduate Council and University Senate should be charged with this review with a target of having any changes approved by both Graduate Council and University Senate by May 2024.

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'S NEXT

MOVES

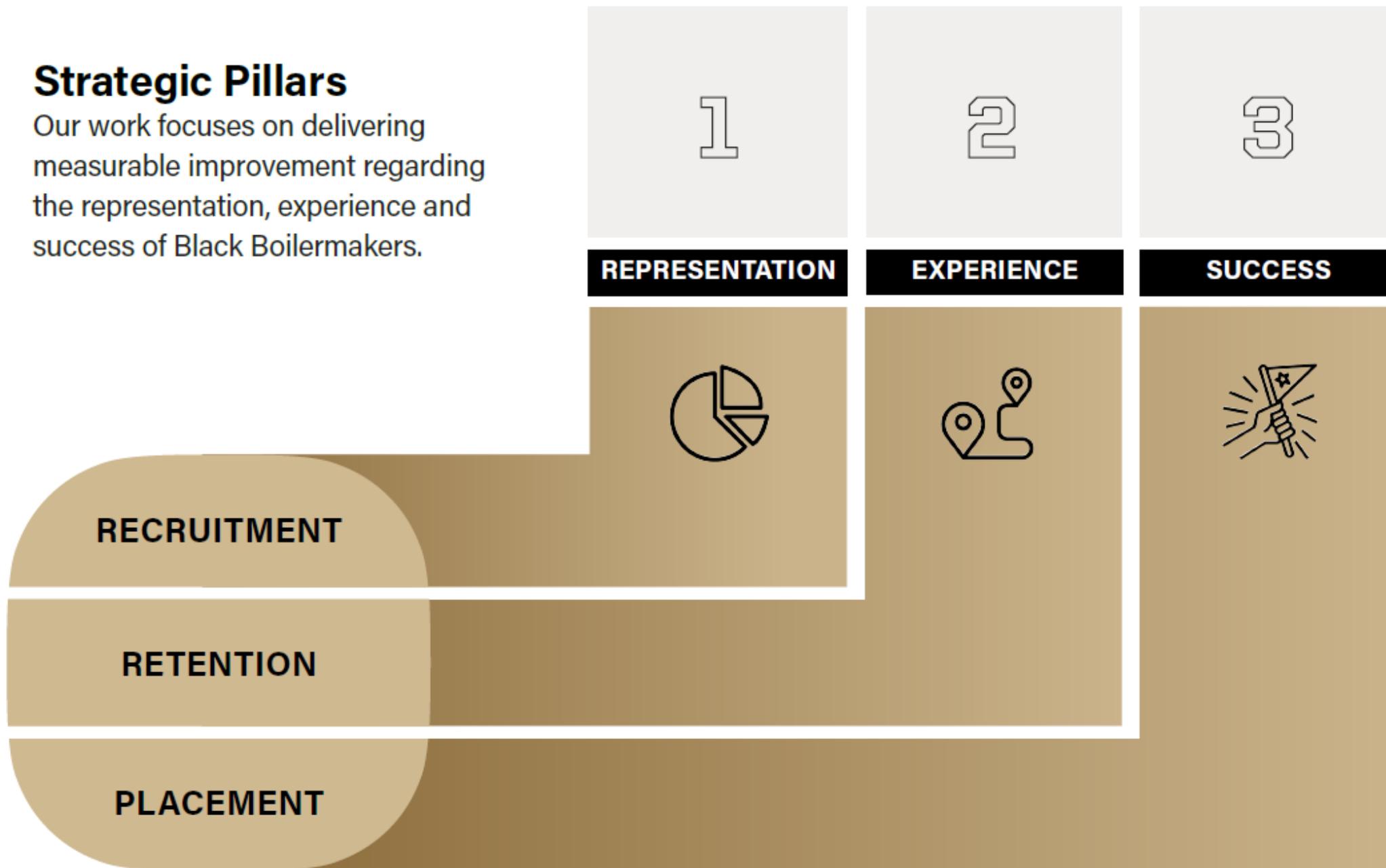
PURDUE
EQUITY
TASK FORCE



ETF OVERVIEW

Strategic Pillars

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



PURDUE'S NEXT

MOVES

CENSUS UPDATES

PURDUE'S NEXT

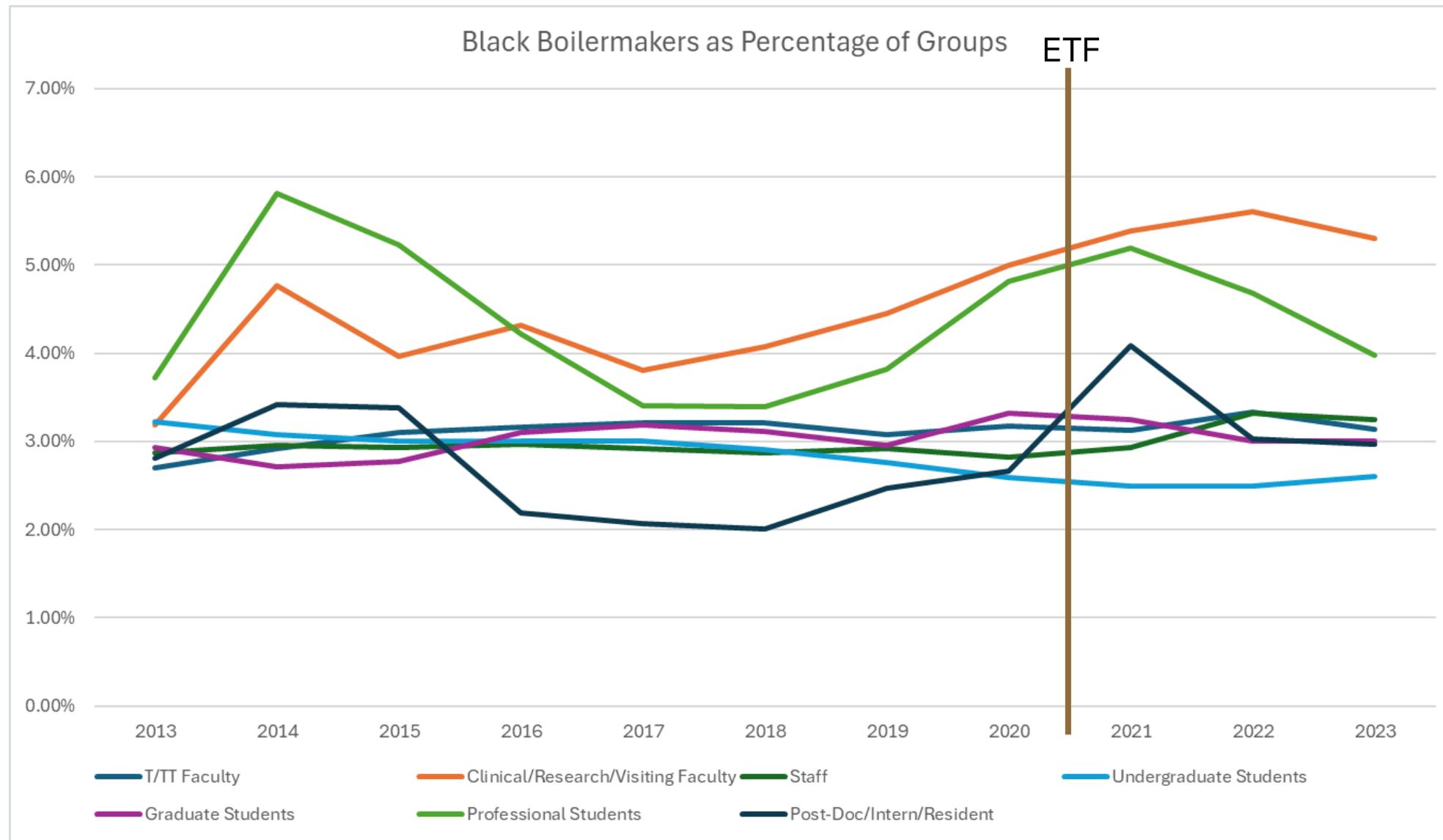
MOVES

PURDUE EQUITY TASK FORCE



Black Representation

Historical Percentages across Groups



Source: DataDigest

PURDUE'S NEXT

MOVES

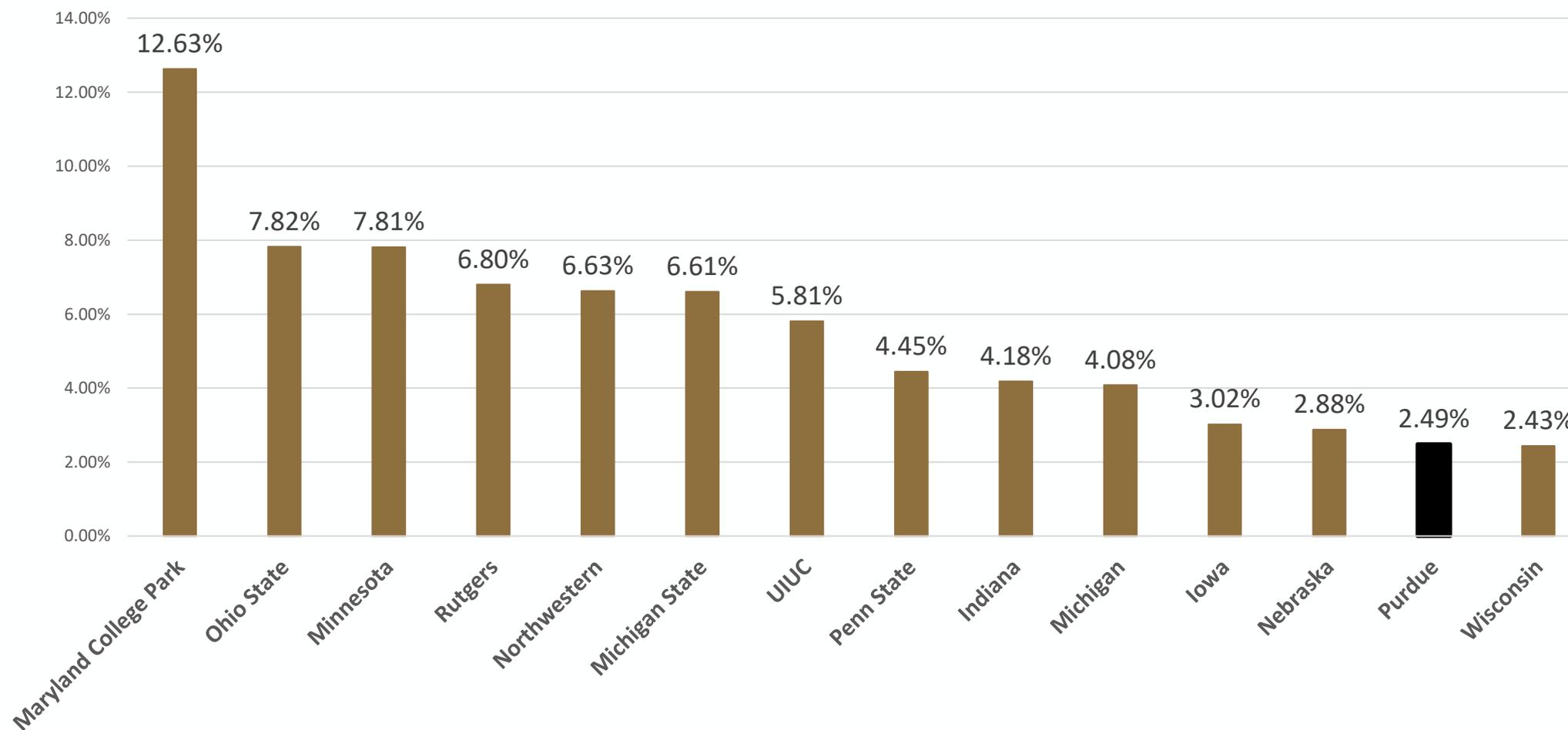
**PURDUE
EQUITY
TASK FORCE**



Undergraduate Representation

BigTen Comparison

Black Undergraduates as Percentage of Fall 2022 UG Student Body



Source: IPEDS
National Center for
Education Statistics

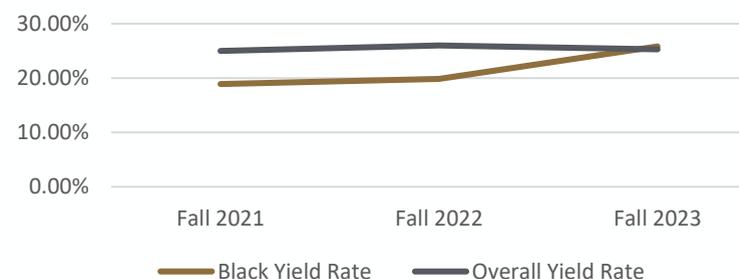
Undergraduate Representation

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 <i>Admits as % of Apps</i>	58.40%	46.95%	44.39%
Overall Admit Rate <i>Admits as % of Apps</i>	68.88%	52.69%	50.28%
Black Matrics (% of Overall)	242 (2.37%)	232 (2.48%)	299 (3.22%)
Black Yield Rate <i>Matrics as % of Admits</i>	18.86%	19.86%	25.78%
Overall Yield Rate <i>Matrics as % of Admits</i>	25.00%	25.99%	25.26%

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

Yield Comparison

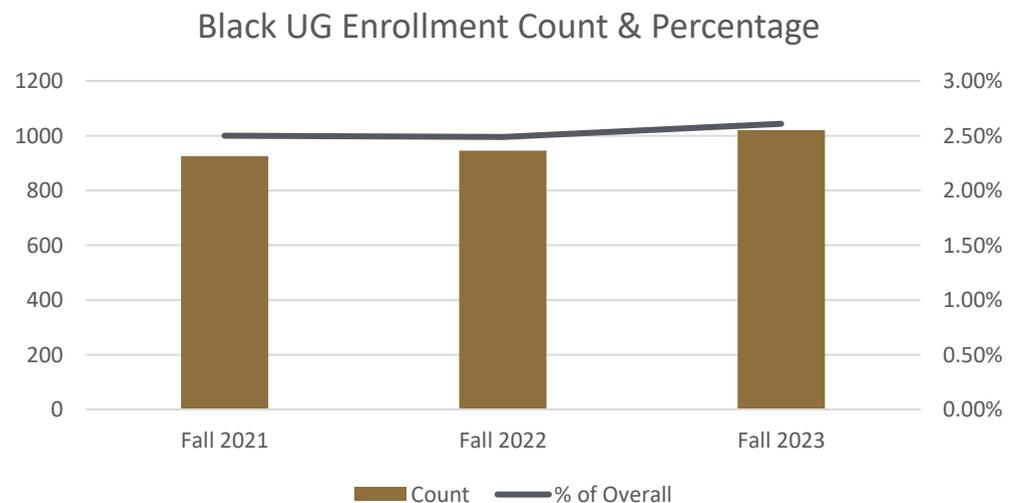


Source:
DataDigest &
IDA+A

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%)

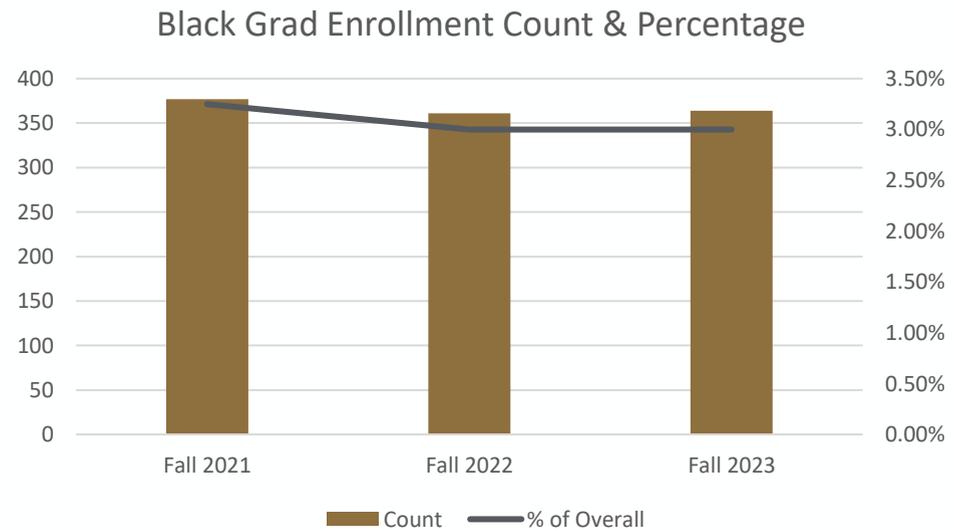


Source: DataDigest

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%)

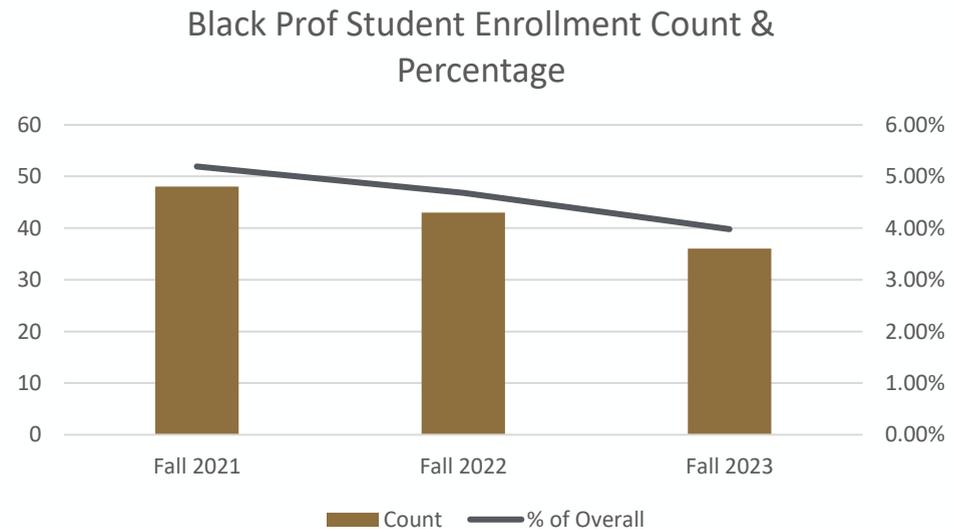


Source: DataDigest
Graduate = Masters, Doctoral, Doctor of Audiology, Doctor of Nursing Practice and certificates

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%

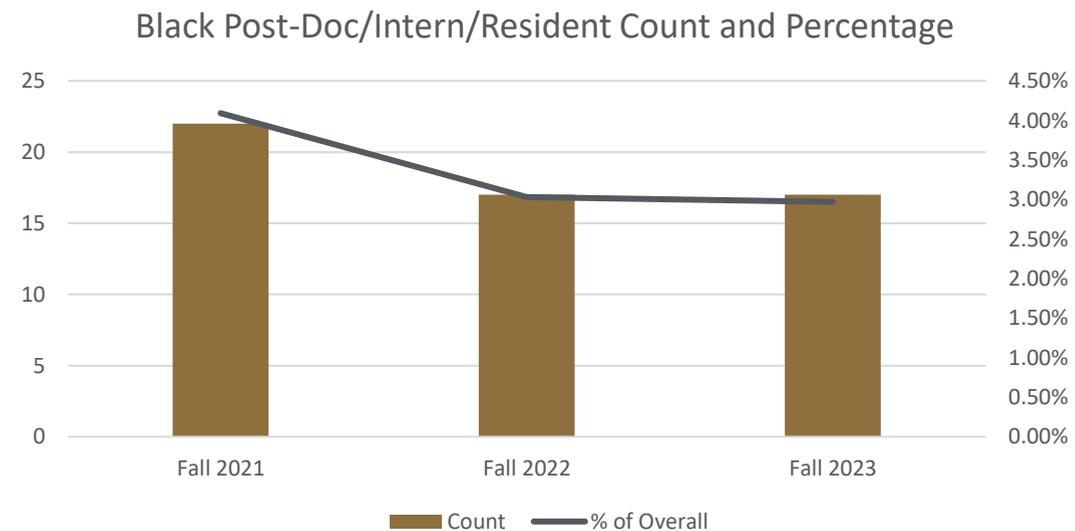


Source: DataDigest
Professional = Doctor of
Pharmacy, Doctor of
Veterinary Medicine

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%

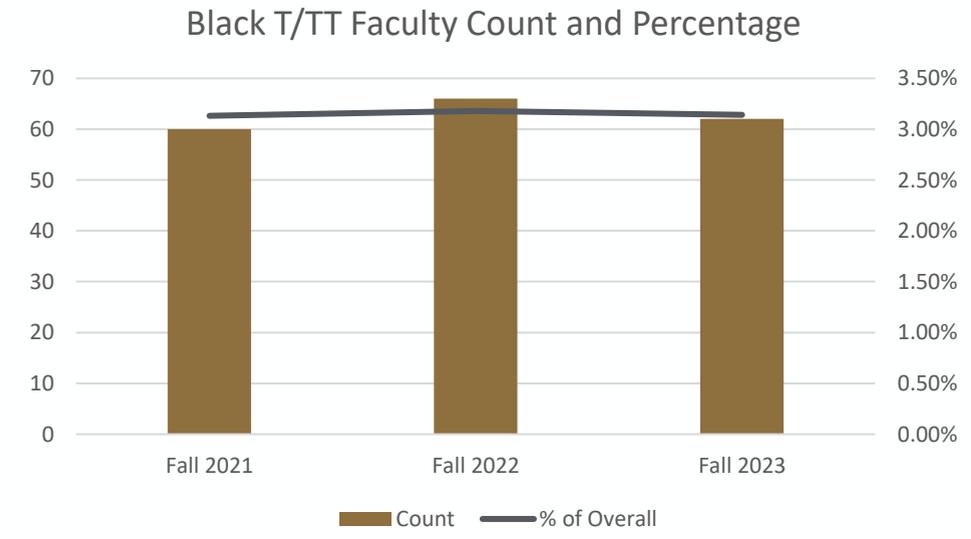


Source: DataDigest

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%

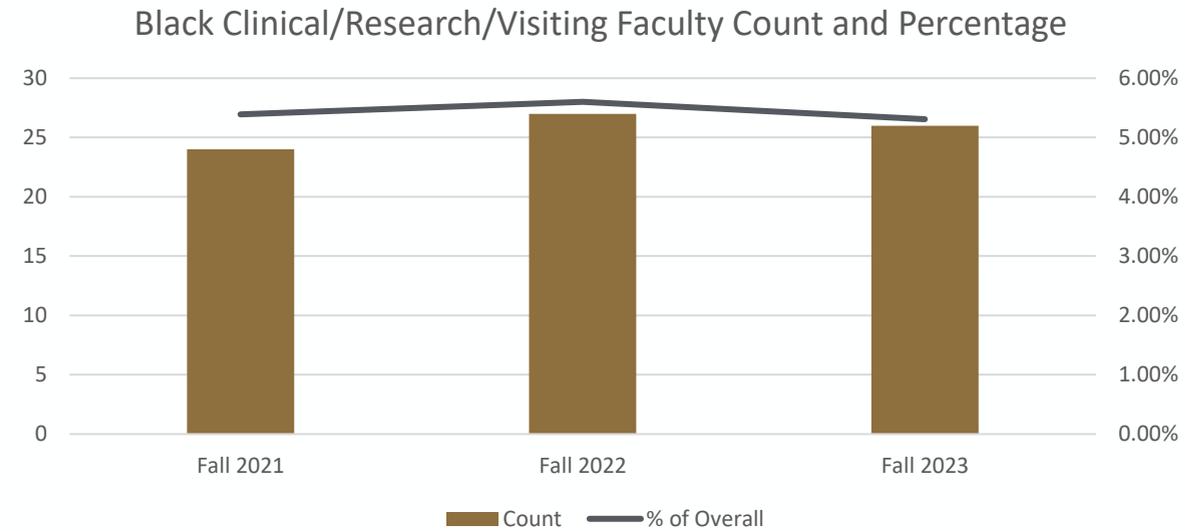


Source:
DataDigest &
IDA+A

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%



Source:
DataDigest

PURDUE'S NEXT

MOVES

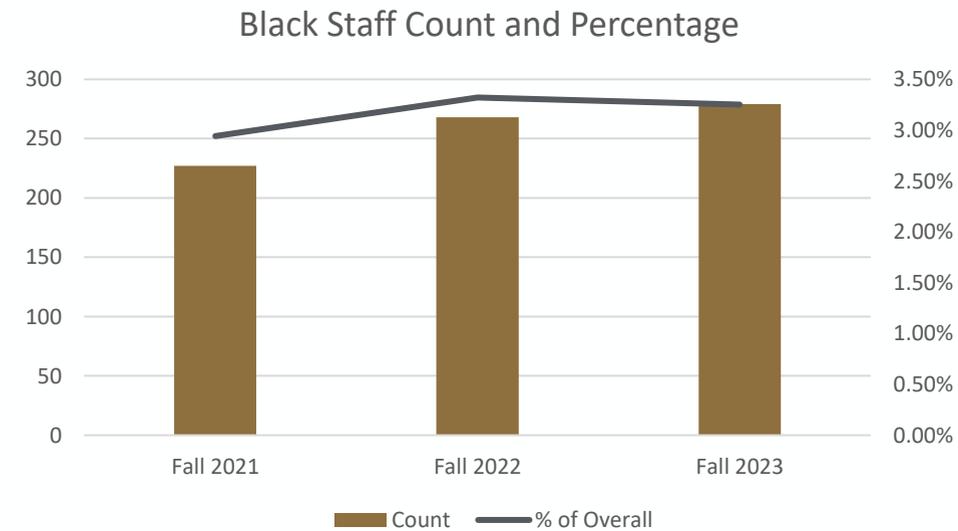
PURDUE
EQUITY
TASK FORCE



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%



Source: DataDigest
Staff = Executive, Extension,
Management, Professional,
Service, Support, Temporary

PURDUE'S NEXT

*MOVES***PURDUE
EQUITY
TASK FORCE**

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

PURDUE'S NEXT

MOVES

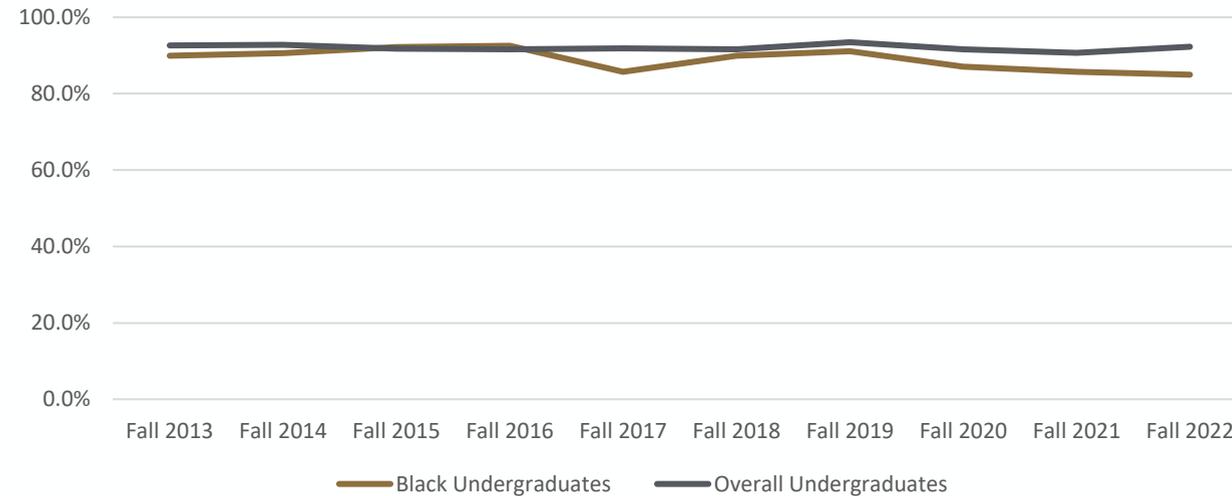
STUDENT SUCCESS

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



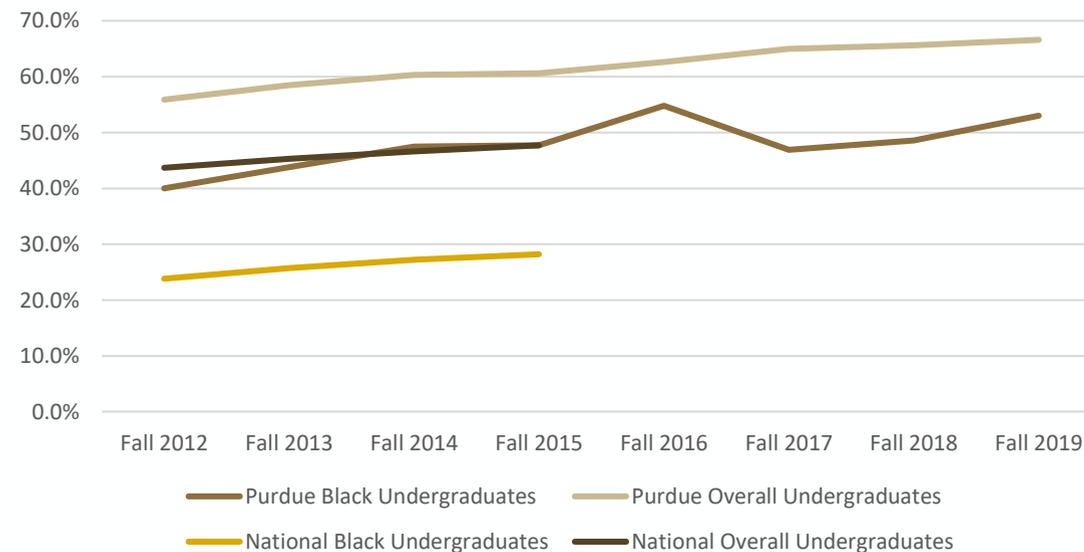
Source: Data Digest & IDA+A

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

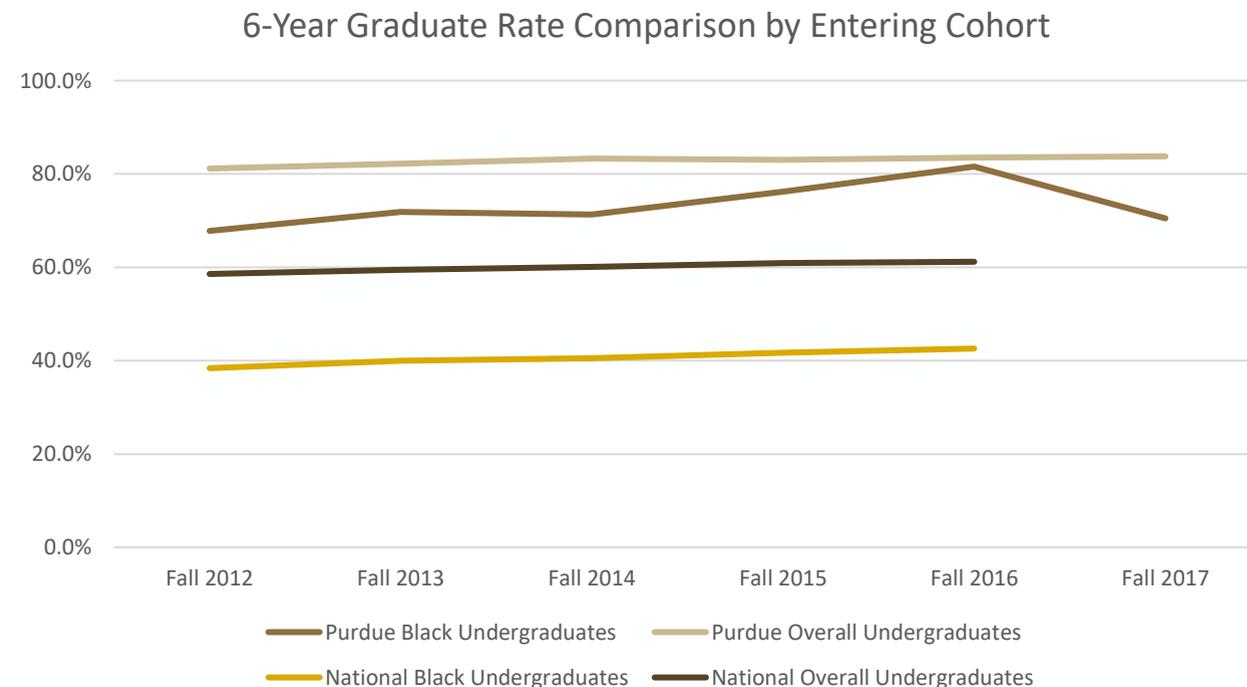


Source: Data Digest, IDA+A,
& IPEDS National Center for
Education Statistics

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%	

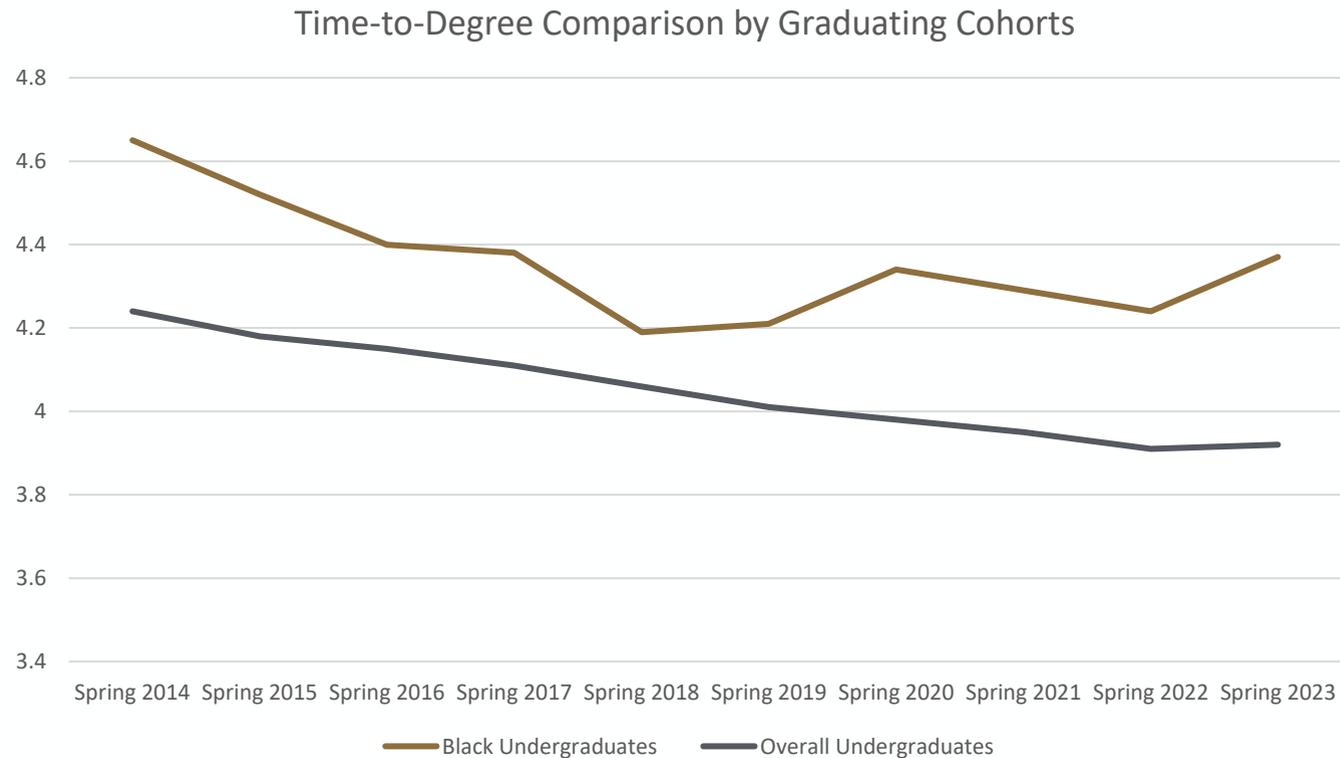


Source: Data Digest, IDA+A,
& IPEDS National Center for
Education Statistics

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



Source: Data Digest & IDA+A

PURDUE'S NEXT
MOVES

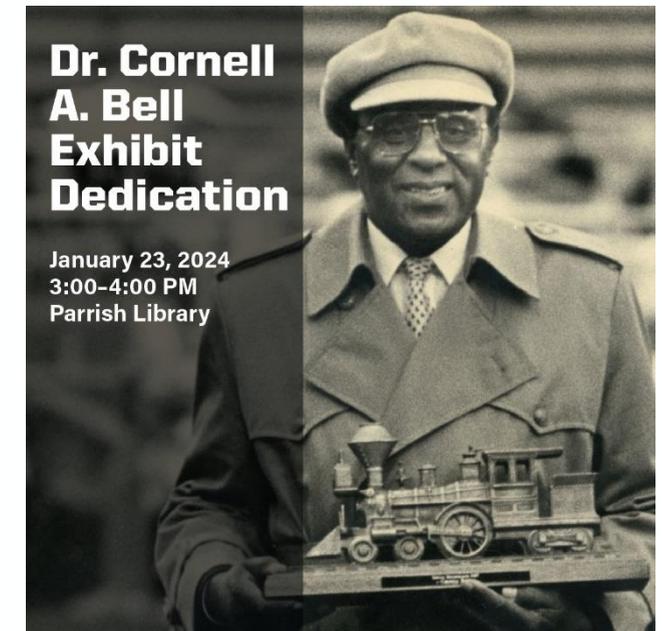
PURDUE
EQUITY
TASK FORCE



Student Success Highlights: BOP & MEP

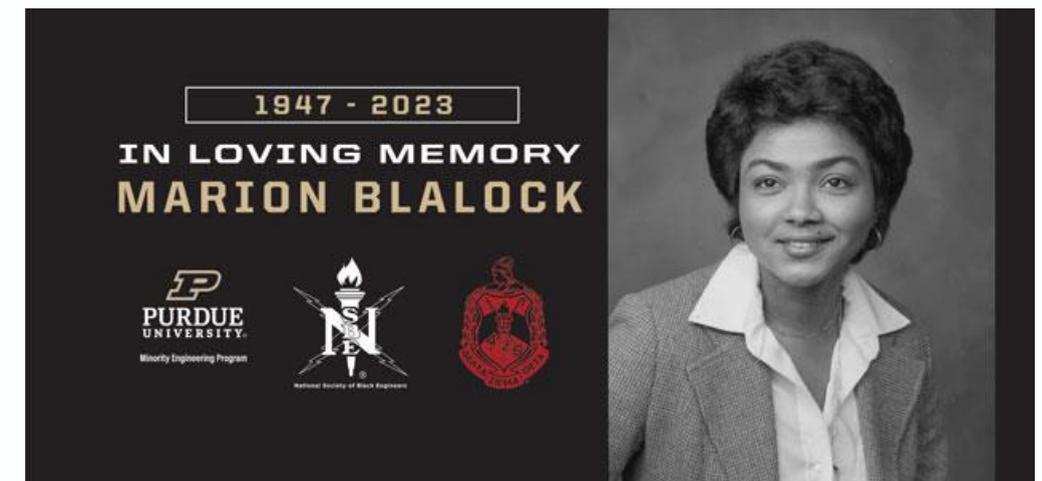
Dr. Cornell A. Bell Business Opportunity Program

- 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!



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



PURDUE'S NEXT

MOVES

STRATEGY

PURDUE'S NEXT

MOVES

**PURDUE
EQUITY
TASK FORCE**



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

PURDUE'S NEXT

MOVES

**PURDUE
EQUITY
TASK FORCE**



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%

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



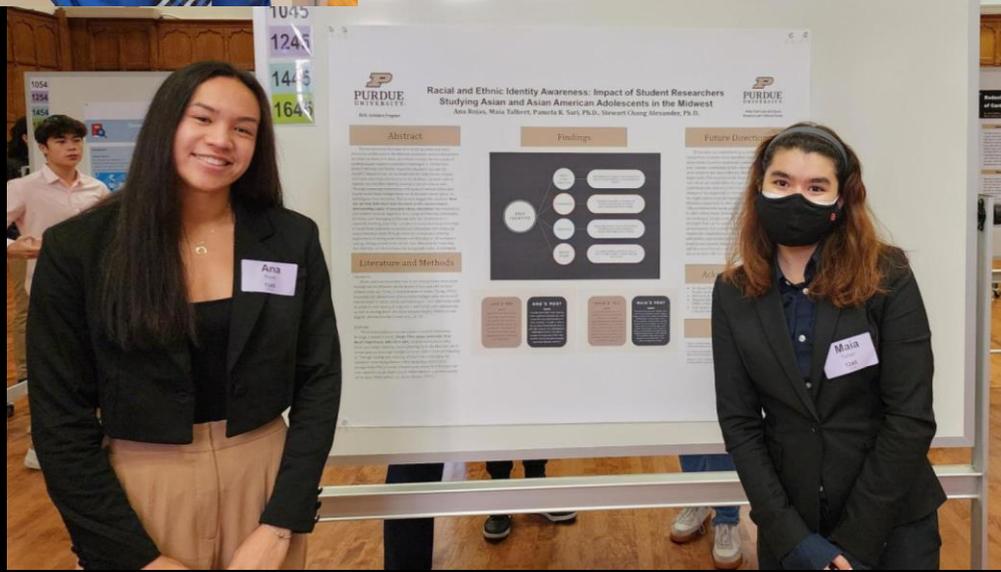
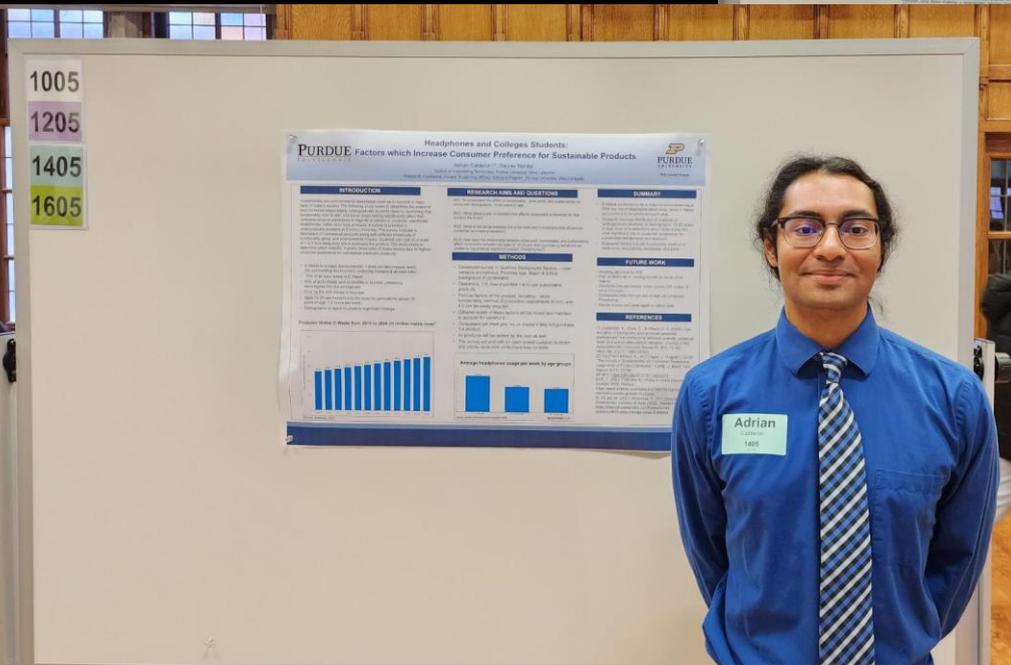
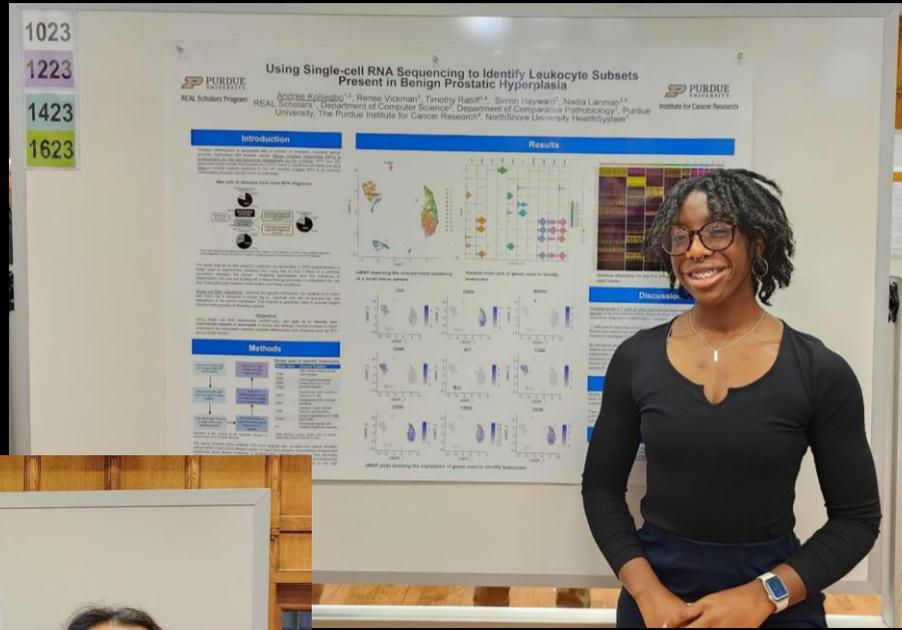


EMERGING LEADERS SCHOLARS

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



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

PURDUE'S NEXT

*MOVES***PURDUE
EQUITY
TASK FORCE**

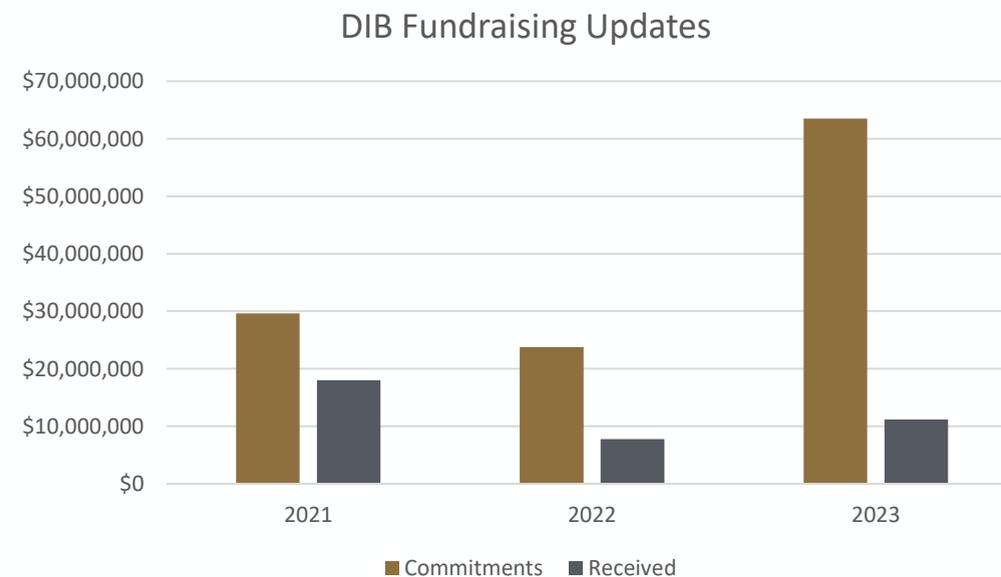
HBCU Partnership Program

- 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



Fundraising and Grants

- Launch fundraising campaign for Alliance for Degree and Research Acceleration
- Seek federal funding for student excellence initiatives (AGEP, LSAMP, etc)



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

PURDUE'S NEXT

MOVES

PURDUE
EQUITY
TASK FORCE

P
PURDUE
UNIVERSITY®

Inclusive Research Workshop & Discussion

P PURDUE UNIVERSITY | Office of Diversity, Inclusion and Belonging



P PURDUE UNIVERSITY | Office of Research

*INCLUSIVE RESEARCH AS A
PATHWAY TO BROADENING
PARTICIPATION AND
INSTITUTIONAL EXCELLENCE*

Featuring Keynote Speakers from
the NSF:

Dr. James Moore
Assistant Director, STEM Education
&
Dr. Charles Barber
Chief Diversity and Inclusion Officer

Wednesday, January 31st from 11:00-3:00 p.m. | To register, contact diversity@purdue.edu

PURDUE'S NEXT

MOVES

THANK YOU!

