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Grant Incentives

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Large grants tend to take a disproportionate amount of time to prepare, complete, and lead, and we determined this cutoff based on an assessment of the current number of new awards at this funding level led by Purdue in a typical year (around 40 proposals a year in the recent past, often multidisciplinary, of which 40-50% have been funded).

At the same time, we respectfully disagree with the premise that incentives for leading specialized large, successful proposals in any way automatically disincentivizes other more general types of proposals. Our focus will be on continuing to develop ways to enhance and enable expanded scholarly impact across all of the subjects represented and studied at Purdue. Our goal is strongly to encourage and support academic excellence and scholarly impact.

This incentive is a first step, as noted in the announcement, and we fully anticipate revisiting and broadening our means of encouraging and accelerating scholarly impact and excellence in the coming months.

Physical Campus and Environmental Questions

What would it take for Purdue to join the Greater Lafayette Climate Action Plan?

The university is always open to new conversations and ideas around climate initiatives and, as announced, has partnered with Duke Energy to jointly explore the feasibility of using advanced nuclear energy to meet our long-term energy need.

Advanced nuclear energy has the potential to further our decarbonization efforts while maintaining the reliability of our energy service. This study is ongoing, and the campus community is invited to attend the "Understanding Tomorrow's Nuclear Energy" lecture series events to learn more about advances being made in nuclear energy and small modular reactors. The next talk in this series is January 18, presented by Dr. Kathryn D. Huff, the DOE Assistant Secretary for Nuclear Energy.

Additionally, we continue to work toward the measurable goals outlined in the Purdue Physical Facilities Sustainability Master Plan, which were targeted to the unique opportunities that exist at Purdue, and progress has been made in reducing emissions and water use despite a growing campus population and an expanded research presence. Recycling efforts, high-performing facilities, tree plantings, and sustainable landscaping are also advancing.

Faculty members have reported trouble finding parking spaces in the University Street parking building while many spaces designated to undergraduate parking (24-hour tow zone) remain empty. When faculty members who purchased "A" Parking passes have trouble finding parking spaces and cannot use empty spaces, does something need to be corrected? How can a faculty member teach effectively while worrying their car may be towed?

Thank you for making us aware. During every semester, assessments are made to record parking density; however, parking patterns are typically in flux during the first two weeks of the semester, as students and colleagues return to campus. We have spoken with Purdue Administrative Operations colleagues and agreed that an additional parking enforcement focus will be put on University Garage beginning Tuesday, January 17, 2023. Additional parking enforcement officers have been hired

and we remind colleagues that a lot which often has capacity can be found just to the north of the Lawson Computer Science building.

The Purdue System

A follow-up from a question addressed in November regarding Civics Literacy and Purdue Global: Why is Purdue Global's chancellor being given the opportunity to approve or disapprove of such a requirement, when the rest of the Purdue system was simply ordered to adopt it?

As a reminder, per the [November 2022 Senate Newsletter](#), President Daniels addressed a question at the last Senate meeting regarding whether a civics literacy requirement would be applied to Purdue Global students: *He also noted that, in response to Senate questions, it has been recommended to Chancellor Frank Dooley that the civics literacy requirement be applied to Purdue Global students.*

The recommendation was duly made, and we are pleased to report that Purdue Global has followed Purdue's lead and has embedded a civics education requirement as part of its undergraduate degree requirement in a manner to best serve working adults.

How does the Purdue system plan to share resources such as graduate recruitment funding, study abroad funding, and group negotiations of shared technology like Sutable, Handshake, SkillSurvey, and others that each campus [within the system] is using?

The answer to this question is that currently there is a mixture of different ways of working. Budget allocation decisions for items such as graduate recruitment funding and study abroad funding are made at the campus level (PWL, PNW, PFW). The budget process starts in January for the next fiscal year, and all campuses can revisit budget allocations at that time.

In general, the second part of the question appears to be asking about the opportunity to seek collaboration and/or funding opportunities across the system for technology solutions. Some software tools are used across the enterprise. For these tools, our system negotiates the best total contract value with a vendor, and the costs of the contract are shared equitably across the system for these enterprise solutions. The tools/solutions described in the question are used in several different areas academically at our various campuses, and currently don't have centralized support or procurement.

We review these area-level solutions regularly to determine whether moving them to central procurement/support would be appropriate and in the best interests of Purdue and our students, staff, and faculty.

Brain Drain vs. Brain Gain

We educate and graduate talented undergraduates who then flee Indiana. This is a particular issue with students of color and LGBTQ students. What new initiatives will Purdue undertake to keep talent "at home?" This is more of a cultural question than an economic opportunity question. Income rarely wins over personal freedom and acceptance.

We respectfully disagree with the characterization "flee." At present, 19% of undergraduates from other states would choose to remain in Indiana rather than returning to their home states or other states. Focusing on further enhancing this "Brain Gain" on behalf of Indiana is something we will continue to do as part of our land grant mission. In particular, it is something we intend to address robustly through Purdue in Indianapolis and other means. We would like to revisit this discussion in light of future initiatives and announcements to come, following the completion of Purdue in Indianapolis agreements anticipated in Summer 2023.

Graduate Benefits

While Purdue increased graduate student wages this year, they are still too low, particularly for graduate students with dependents. For benefits-eligible staff, employees with children on the Purdue plans pay about 80% more than if they did not have children. The student plan charges 3x more than if the student did not have children. The grad staff plan charges almost 10x more. If a benefits-eligible employee is including a spouse and children on the health insurance plan (the “family plan”), regular staff pay 3-7x more (depending on salary and the plan), students pay 3x more, and grad staff pay 14x more. Many grad students with children have their children insured through Medicaid rather than pay to add them to Purdue plans. What is Purdue doing to again increase graduate student wages, and to make health insurance premiums more affordable for grad staff, particularly those with dependents?

Thank you for this question, which remains very much on our minds as we announced a university wide Action Council of Student Housing and Wellbeing during the first week of the new year, with an explicit focus on overall student wellbeing and housing. For reference, the following information was shared with the University Senate on Graduate Student stipends in April of 2022:

The 1% pool includes raising the university wide minimum stipends to \$18,800 (academic year appointments) and \$24,124 (fiscal year appointments). That will raise pay for roughly 1,100 graduate students on average 19% (academic year) and 26% (fiscal year). In addition, certain colleges will be raising the university minimums to an even higher level, also boosting wages. The precise percent increases will vary by college. A portion of the 4% compensation pool will also be dedicated to raising stipends—those plans are in development and will be finalized in May. Finally, some of the 1% pool was targeted to select departments and disciplines where Purdue is preeminent and competing nationally for talent. Those increases will also boost pay but will target a smaller subset of the total graduate student population. For example, in HHS, they are proposing a \$7k increase in a Neuroscience cluster or a roughly 25% increase. In Liberal Arts there’s a new Dean’s Fellow program that will target select graduate students and increase the stipend by \$15,000 annually. In total the investment in graduate stipends is \$11m or a 9% increase. On a cost-of-living adjusted basis these increases will place Purdue in the top 1/3 of its Big Ten peers.

We will continue to evaluate graduate student stipends annually to ensure we are offering competitive graduate stipends to our graduate student staff.

The health risk environment is different for students and faculty/staff, making comparisons across these groups difficult, and not that informative. We review the health plans annually with stakeholders including PGSG and the Graduate School, and discuss options to help lower the premium such as removing/modifying services that are covered but less used, increasing the deductible/OOM, etc. The University also takes the burden on graduate students into consideration when making decisions on how to manage premium increases. For example, in 2016, the health plan was presented with a 26% increase in premium, to which we were able to ensure only 6% was passed on to our graduate student staff. Then for 2022-2023, we were presented with a 20% increase in our health plan, which led us to do an RFP for a new carrier. The RFP resulted in a change in carrier, leading to a substantial reduction of only a 10% increase for everyone.

We benchmark our plan against peer plans, and work to ensure we are and remain competitive. As we do each year, we will continue to look at our health plan and do what we can to keep it as affordable as we can, in order best to deliver the health coverage our graduate students and their families need.

Title IX

Recently, a student who reported an alleged sexual assault was expelled while her assailant, who recorded the alleged assault and played it for his friends, was asked to write a 10-page paper. A jury found that Purdue University violated due process and treated the expelled student differently because

she was a woman. Purdue disagrees with this verdict. These facts discourage survivors from coming forward. Is the university taking any additional steps to reinforce, support, and encourage survivors beyond the supportive actions available at the time this incident was reported?

The framing of this question reflects a misunderstanding of certain aspects of the matter that is the subject of recent litigation. Purdue maintains an unwavering commitment to Title IX and is confident in its policies and procedures for investigating and adjudicating these difficult cases. In this case, the evidence was overwhelming that Ms. Roe's account was knowingly deceptive, resulting in a very rare instance of discipline imposed for making false statements in an investigation of an alleged sexual assault. Along with holding accountable those who violate Purdue's anti-harassment policy, any process for investigating and deciding these cases must also address false statements when they occur.

The University shares concerns about the need to provide support for students involved in these cases. In addition to confidential advocacy and support resources that are provided 24/7 by the Center for Advocacy, Response and Education (CARE), the Office of Institutional Equity (OIE) provides outreach and supportive measures to students in connection with Title IX matters. OIE ensures that students are aware of informal and formal resolution options, as well as supportive measures, which are available with or without a formal complaint being filed. The University continues meet with student leaders and organizations to understand their concerns and to communicate supportive measures and resources available to both parties and witnesses in these matters.