

Questions

Promotion and Tenure Guidelines 2

I am interested in the rationale for requesting a minimum of 8 letters of recommendation for faculty recruited to tenured positions. What is the evidence this large number of letters results in better decisions? I mean no offense, but it seems to show a disrespect for the tenure process at our sister institutions; conveys a lack of confidence that recruiting departments can judge the quality of candidates; increases burden on colleagues who have to write letters that may not be heavily weighed; and may actually deter recruitment by creating logistical obstacles to the process. 2

Purdue Global 2

Since 2021 the School of Nursing Graduate program has had decreased enrollment in the master’s and Doctor of Nursing Practice degree programs. Enrollment has decreased by 34% since 2022. The master’s degree program is ranked #25, while the Doctor of Nursing Practice program is ranked #45 nationally. A significant factor due to the decrease in PWL School of Nursing enrollment is the presence of Purdue Global, which offers identical nurse practitioner programs within the state entirely online and at a lower tuition rate. Of note, Purdue Global’s nursing programs are not ranked. 2

When Purdue Global was launched, an agreement was made between Purdue Global and Purdue Northwest to protect PNW master’s degrees in nursing leadership and nursing education from being impacted by Purdue Global, who offers the same degrees. Per this agreement, Purdue Global cannot recruit Indiana students into these programs helping PNW maintain the integrity of its master’s program. In the meantime, no such agreement was made between Purdue West Lafayette to protect the nurse practitioner tracks (Family Nurse Practitioner, Psychiatric Mental Health Nurse Practitioner, and Adult-Gerontology Primary Care Nurse Practitioner) offered by both the PWL campus and Purdue Global. 2

This lack of protection for the Purdue West Lafayette campus has led to decreased enrollment. Further, there are tremendous advertisement and recruitment resources employed by Purdue Global that the PWL School of Nursing cannot compete with. For example, when web searching Purdue Nursing, PNW or Purdue Global are the first to appear. In addition, Purdue Global ads for their nursing programs are constantly seen on social media and other platforms. These factors put the Purdue University – West Lafayette School of Nursing Graduate program at a severe disadvantage. 3

How can administration help in mitigating this competition with Purdue Global? How can administration help with increasing/protecting local enrollment by addressing the large presence and university push for Purdue Global programs?..... 3

Back-a-Boiler 3

Income-share agreements are the equivalent of sharecropping. There have been questions about whether the marketing of the agreements has been legal. Purdue's program, originally called "Bet on a Boiler" (now called "Back a Boiler"), has been criticized as discriminatory and has now been suspended. Are there any

plans to make restitution to harmed students and their families and are there any plans to revive this unfair and perplexing financial scheme?3

Faculty Salaries..... 3

Early career faculty members are over-worked and under-paid. Are there plans to increase overall base salaries? Please consider the following: Engineering grad students get \$33K per year for 0.5 FTE (this is equivalent to \$66K per year for 1.0 FTE), while many tenure-track professors in engineering earn \$90K-100K for working up to 70-90 hours per week, which is more than 1.0 FTE.....3

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Answer: As noted in the February 2023 Senate Q&A and the memo it references, the consideration of a tenured appointment for senior faculty being recruited from elsewhere is of the utmost gravity to Purdue and our academic mission. It involves a careful weighing of the benefit to the institution and a consideration of the risks and opportunity costs, which external evaluatory letters can help to inform as part of a robust process.

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Answer: Motivated by questions such as these, and recognizing the importance of differentiated offerings, Purdue University Global is now working with Purdue West Lafayette and Purdue University Online to create a future vision statement that identifies the optimal placement of Global within the Purdue system.

Back-a-Boiler

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Answer: As noted in June 2022, the Purdue Research Foundation (PRF) decided to pause new income-sharing agreement (ISA) originations under Back-a-Boiler for the time being. PRF continues to service the ISAs already outstanding under the program.

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Answer: Each year Purdue determines an overall salary merit pool to increase base salaries according to individual performance ratings, with a 4% merit pool for West Lafayette faculty and staff for the fiscal year that began July 1, 2022, marking the largest such amount in over 20 years.