

Questions

Climate Change 3

Now that all three representative Senates at Purdue have passed legislation calling on the university to commit to carbon neutrality, and now that the Purdue Climate Action Collective has requested a meeting with President Chiang to discuss strategies for putting this legislation into action, when will that meeting take place and when will the administration develop a climate action plan? Is the administration planning to take up the challenge of the Senate’s call for Purdue to Commit to Carbon Neutrality (SD 22-22)? 3

Travel and Local Communities 3

Has there been any discussion of creating a bus service for the many faculty and staff who commute to West Lafayette from Indy? (Perhaps with a stop in Lebanon?) A wi-fi enabled bus running a daily loop would allow work to be done rather than lost in commuting time, and the shuttle would also build community and promote collaboration among members of the community who may feel more isolated from WL. This would be especially advantageous once the PU Indianapolis campus is up and running, but establishing the route immediately would offer immediate advantages. Something like the University of Michigan D2A2 commuter bus service might provide a model. 3

What plans is the university making to eliminate the increase in jet noise pollution coming from Purdue’s airport? It is already well past acceptable levels. Please offer concrete details about reducing jet traffic at the airport, perhaps requesting that flights land in Indianapolis instead? Remember, the jet noise pollution infects all of Greater Lafayette. 3

Salaries, Retention, and Pecuniary Issues 3

In light of the recent announcement of the increased minima for graduate student stipends, is there a pool of central funds available to provide leveling increases to graduate students that are funded on grant dollars at levels below the new minima? 4

Given that inflation is 5-6%, a 3% pay raise puts the staff and faculty 3% behind real costs. How can Purdue address this loss of income with higher salary adjustments? Isn't it time to raise tuition to match inflation? Real wages, after adjusting for inflation, have decreased for all but a tiny fraction of Purdue’s employees. (One example is how difficult it has been for Purdue to retain cleaning staff.) We applaud our University’s recent gains in relative institutional rankings, but we wonder about the timing and amount of projected salary increases in the face of continued tuition freezes. 4

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Tenure and Promotion 4

Why was there no consultation with Purdue faculty, with Department Heads, or with departmental Primary Committees about the surprising Provost decision to increase the number of reference letters required for faculty promotion? The increase from 5 to 8 reference letters, as well as the need to obtain prior approval at

the Dean’s level for the actual references, seems to add another burden on our time, and that of those asked to write reference letters from other institutions. How does this new requirement help us capture “an hour a day”? 4

Unfortunately, the university does not have consistent policies and practices when it comes to employing non-tenure track faculty. The exploitation of teaching faculty is problematic and an issue the President and Provost should consider. There are many non-tenure teaching faculty who are happy to focus on teaching, but they need support from the university, and they need full-time, permanent employment. Do the President and Provost intend to review the jobs and responsibilities of non-tenure track faculty? 4

Becoming a Top-5 University 5

According to US News and World Report, the current top five public universities in the US are Berkeley, UCLA, Michigan, Virginia, and Florida. All these schools (indeed, all the schools in the top 10) have robust STEM *and* arts and humanities programs. In fact, they boast some of the best arts and humanities departments in the country. At Purdue, we have historically been focused on STEM. To compete with these universities that are strong across the board, how will the current administration invest in the arts and humanities in its bid to increase our national rankings? If this is not part of the plan, how do they plan to vault into the top 5 without strengthening all programs, including arts and humanities, at the university? 5

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A meeting in this regard is being scheduled with our Senior Vice President for Administrative Operations. The university is always open to new conversations and ideas around climate initiatives and, as announced earlier this year, 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 was invited to attend six "Understanding Tomorrow's Nuclear Energy" lecture series events held between August 2022 and February 2023 to learn more about advances being made in nuclear energy and small modular reactors. All of the lecture series videos and summaries are available online. Additionally, we continue to work toward the measurable goals outlined in the 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.

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We are in the early stages of Purdue Indy Planning. A shuttle service is one idea that is being considered.

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As a member of the Greater Lafayette Community, the Purdue University Airport seeks to provide access to economic opportunities while at the same time being good stewards of the aviation industry we serve and the community in which we exist. Aircraft operators on the Purdue Airport are intimately familiar with the community experience around the airport and we are vigilant towards proactive steps that can be made to perform our core mission in the most effective way and with the least impact. We are always looking for opportunities for improvement and we welcome detailed information regarding ways in which the community has been impacted so that we can review best practices regarding airport operations. Specific questions can be directed to Airport Operations (765-496-6326 or airport@purdue.edu).

Salaries, Retention, and Pecuniary Issues

In light of the recent announcement of the increased minima for graduate student stipends, is there a pool of central funds available to provide leveling increases to graduate students that are funded on grant dollars at levels below the new minima?

Over the last two years, Purdue has invested nearly \$20 million (across all funding sources) in graduate student stipends. Colleges and departments typically have contributed and are responsible for managing the bridge funding associated with grant dollars.

Given that inflation is 5-6%, a 3% pay raise puts the staff and faculty 3% behind real costs. How can Purdue address this loss of income with higher salary adjustments? Isn't it time to raise tuition to match inflation? Real wages, after adjusting for inflation, have decreased for all but a tiny fraction of Purdue's employees. (One example is how difficult it has been for Purdue to retain cleaning staff.) We applaud our University's recent gains in relative institutional rankings, but we wonder about the timing and amount of projected salary increases in the face of continued tuition freezes.

Our Board of Trustees announced the FY24 salary policy on Friday including a 4% salary policy plus a 1% one-time pool for targeted adjustments. As noted earlier this year, in comparing Purdue with other public universities, we have responded to inflation much better than many others. Last year, the 4% + 1% pool for FY23 was the largest such increase at Purdue in two decades. There has been no increase in healthcare premiums for four years, and a one-time premium reduction was provided in November.

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The Provost is currently reviewing and approving all faculty offer letters. The Vice Provost for Faculty Affairs is approving all faculty retention offers.

Tenure and Promotion

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Many areas across campus already regularly feature more than 8 letters in assessing cases. Deans are accountable for the quality of faculty hired and promoted at Purdue, including ensuring that long-extant Provost Office guidance regarding letter-writers is followed. All of these considerations reflect that fact that the consideration of a tenured appointment here is of the utmost gravity to Purdue and our academic mission.

Unfortunately, the university does not have consistent policies and practices when it comes to employing non-tenure track faculty. The exploitation of teaching faculty is problematic and an issue the

President and Provost should consider. There are many non-tenure teaching faculty who are happy to focus on teaching, but they need support from the university, and they need full-time, permanent employment. Do the President and Provost intend to review the jobs and responsibilities of non-tenure track faculty?

Clinical Faculty and Lecturers are full-time, benefits eligible staff. The university has a policy that governs Clinical Faculty appointments: [VI.F.10 - University Policy Office - Purdue University](#), procedures: [Clinical Faculty Appointments - Office of the Provost - Purdue University](#) and guidelines that govern lecturer appointments: [VI.F.4 - University Policy Office - Purdue University](#). Lecturers can be promoted through the staff promotion process in July and December.

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The arts and humanities continue to be a priority for Purdue. The College of Liberal Arts is currently searching for 48 faculty, including 16 new, centrally funded faculty lines.