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At the first meeting for the Jewish Voice for Peace in Greater Lafayette, someone raised the point that President Mung Chiang has publicly offered university support for Jewish students, but nothing for Palestinian and Arabic students. The generic statement by the Provost’s Office does not capture the magnitude of this situation. How will the President support Palestinian and Arabic students also affected by the conflict?3

There has been a rise in hate speech and crimes against Arabs not only in the U.S. but also on this campus. How are you going to ensure that our Arab students feel safe being here? What steps is the university taking to make sure that hate speech is not tolerated on our campus?3

Following the Oct 7 events in the Middle East, many University campuses experience an increased degree of violence and growing antisemitism, culminating with some parts of the Cornell campus being closed to a select group of people as a safety measure. So far Purdue campus has avoided such an extreme explosion of hatred and violence, but there were a number of cases where verbal harassment and intimidation, which falls under the stalking category of Title IX, have been reported. Moreover, at some pro-Palestine gatherings protesters chanted, “From the river to the sea Palestine will be free”, which is a known euphemism for the call to physically eliminate Jews and is recognized as hate speech. Does the administration plan to issue a clear statement that such hatred and intimidation behavior are against University policies and values? Does the administration have an action plan on how to prevent the spread of stalking and harassment on campus and to avoid an out-of-hand development of hatred seen in other universities? Is there a plan to educate / remind students that such behavior is unlawful and bears serious consequences?3

Salaries and Budget Information 4

According to Purdue Salary Guide, in 2016 the compensation of a football coach was \$2,200,612.60, President \$728,569, and Provost \$395,821.98. In 2022 that increased to: football coach salary of \$5,510,554.36 (about 150% increase), President \$953,322.72 (about 31% increase), and Provost \$570,422.48 (about 44% increase). In the same period average faculty salary and graduate student stipend remained flat after being adjusted for inflation. In addition, tuition remained flat, resulting in an actual decrease of university income, with a subsequent increase in student enrollment that often resulted in significant increases of class sizes (in some cases in excess of 300%). How can such salary increases for top-level administrative and management positions be justified? Also, how is that sustainable?4

Including state legislature allocations, but excluding Athletics, what are, in order, the top five funding sources for Purdue West Lafayette’s academic mission, and what are the most recent totals?4

The Various Purdue Campuses 4

Considering only the Purdue West Lafayette campus, what is the most recent data available regarding our economic impact on the state of Indiana? Equally important, how are we measuring our statewide impact on logic, reason, equity, and critical thinking?4

As Purdue Fort Wayne is home to the one accredited School of Music in the Purdue system, do you see any future emphasis (i.e. financial or initiative support) coming from the West Lafayette campus to support this

school's mission? Also, would you have any interest in visiting the School of Music to see what we do and to meet with faculty/administration?4

Tenure and Hiring.....5

In recent years, many Purdue departments have been told that they cannot search for or fill tenured/tenure-track faculty openings, but have been authorized to hire non-tenure-track staff (e.g., clinical professors, lecturers, visiting professors). The trend seems to be toward increasing reliance on nontenured and contingent faculty labor, which raises considerable equity, quality, and reputational concerns. Does Purdue have a commitment to maintaining some minimum number or percentage of tenured/tenure-track faculty for courses and degree programs in West Lafayette, as well as in Indianapolis?5

Campus Climate

At the first meeting for the Jewish Voice for Peace in Greater Lafayette, someone raised the point that President Mung Chiang has publicly offered university support for Jewish students, but nothing for Palestinian and Arabic students. The generic statement by the Provost's Office does not capture the magnitude of this situation. How will the President support Palestinian and Arabic students also affected by the conflict?

Support continues to be offered to all impacted Purdue University students, especially those with families in the directly impacted areas. Additionally, an email reminding all Purdue West Lafayette undergraduate, graduate, and professional students of self-care and resources was sent from the Associate Vice Provost and Dean of Students.

There has been a rise in hate speech and crimes against Arabs not only in the U.S. but also on this campus. How are you going to ensure that our Arab students feel safe being here? What steps is the university taking to make sure that hate speech is not tolerated on our campus?

Student safety continues to be a top priority and we have been deploying resources to provide additional safety protections for all on campus.

Following the Oct 7 events in the Middle East, many University campuses experience an increased degree of violence and growing antisemitism, culminating with some parts of the Cornell campus being closed to a select group of people as a safety measure. So far Purdue campus has avoided such an extreme explosion of hatred and violence, but there were a number of cases where verbal harassment and intimidation, which falls under the stalking category of Title IX, have been reported. Moreover, at some pro-Palestine gatherings protesters chanted, "From the river to the sea Palestine will be free", which is a known euphemism for the call to physically eliminate Jews and is recognized as hate speech. Does the administration plan to issue a clear statement that such hatred and intimidation behavior are against University policies and values? Does the administration have an action plan on how to prevent the spread of stalking and harassment on campus and to avoid an out-of-hand development of hatred seen in other universities? Is there a plan to educate / remind students that such behavior is unlawful and bears serious consequences?

There are long-standing, content-neutral rules and regulations governing conduct and events on this campus, considering factors such as: (a) compliance with law, (b) safety on campus, and (c) national security. Furthermore, as both federal law and our [Commitment to Freedom of Expression](#) recognize, there are exceptions to protected speech. Accordingly, true physical threats or [incitement to imminent lawless action](#) will not be tolerated at Purdue. Moreover, even as the University maintains its commitment to freedom of expression and free and open inquiry and debate, the University will continue to ensure the safe and orderly operation of campus activities through reasonable time, place, manner regulations relating to expressive activity on campus and within University facilities.

Based on daily assessment informed through local police and federal law enforcement agencies and with the advice of legal counsel, we are told that, at this time and over the past weeks: there is and has been no police-validated threat to campus safety, and there is no FBI-validated threat to U.S. national security from the current events on campus. In the meantime, Purdue has been deploying resources to provide additional safety protections on campus, including to Hillel, as there will be zero tolerance for anti-Semitic violence, indeed any violence, at Purdue.

Assessments by legal counsel and by law enforcement are updated continuously and could change any minute. Anyone with evidence of incitement of imminent lawless action or evidence of a physical threat to either our campus or our country, please notify the [Purdue University Police Department](#) immediately. Purdue University will take action to stop such campus activity the moment it crosses the line and ceases to be protected speech.

Salaries and Budget Information

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(1) Compensation generally is based on market rates as well as recruitment and retention efforts. (2) Purdue's compensations for athletics and campus leaders are among the lowest in Big Ten, and when normalized by operating budget size, sit at the bottom of top-50 universities in the country. All three positions quoted in the question have seen a reduction in 2023 compensation, perhaps a phenomenon only found at Purdue. (3) We are one of the very few D1 universities in the country with a self-sustained athletic program budget. (4) As a highly unusual case among all universities, President Mung Chiang negotiated his compensation downward, requesting that his base and total compensation to be less than the previous president, and that his base salary to be no higher than what he would receive for base salary as a faculty member. (5) While not everyone is expected to negotiate salary lower for themselves, Purdue is proud to be the special place that tries to reverse the trend of higher education cost in the country.

Including state legislature allocations, but excluding Athletics, what are, in order, the top five funding sources for Purdue West Lafayette's academic mission, and what are the most recent totals?

West Lafayette's top five funding sources are tuition and fees, grants and contracts, sales and services, state appropriations, and investment income (including endowment distributions). If only focused on academic instruction and the operation of classroom facilities, the top five sources are undergraduate tuitions and fees, graduate/professional tuition and fees, state appropriations, investment income (including endowment distributions), and cost recovery on research awards.

The Various Purdue Campuses

Considering only the Purdue West Lafayette campus, what is the most recent data available regarding our economic impact on the state of Indiana? Equally important, how are we measuring our statewide impact on logic, reason, equity, and critical thinking?

Governmental Relations is not aware of a recent economic impact report. We can try to look into this set of data.

As Purdue Fort Wayne is home to the one accredited School of Music in the Purdue system, do you see any future emphasis (i.e. financial or initiative support) coming from the West Lafayette campus to

support this school's mission? Also, would you have any interest in visiting the School of Music to see what we do and to meet with faculty/administration?

(1) We are proud of our regional campuses and the positive impact they have on the land-grant mission of Purdue University, including affordable access to students from surrounding communities and excellence in unique programs. (2) President Chiang visited Purdue Fort Wayne three times since last year, including the music studio, and spoke with faculty and students there. (3) We advocated for state appropriation for a new building for the School of Music, which was approved by the Indiana state legislature this past summer for Purdue Fort Wayne.

Tenure and Hiring

In recent years, many Purdue departments have been told that they cannot search for or fill tenured/tenure-track faculty openings, but have been authorized to hire non-tenure-track staff (e.g., clinical professors, lecturers, visiting professors). The trend seems to be toward increasing reliance on nontenured and contingent faculty labor, which raises considerable equity, quality, and reputational concerns. Does Purdue have a commitment to maintaining some minimum number or percentage of tenured/tenure-track faculty for courses and degree programs in West Lafayette, as well as in Indianapolis?

(1) Clinical Faculty, Professional Faculty, and Research Faculty are not "contingent" labor, and neither are full-time continuing term Lecturers and Senior Lecturers. (2) The proportion of faculty who are Tenured/Tenure-track at Purdue continues to be among the highest in Big Ten universities. (3) Regarding Purdue University in Indianapolis, per the definitive agreements for the dissolution of IUPUI, Purdue University volunteered to transfer the IU tenure and appointments of faculty members in the associated IUPUI departments to Purdue tenure and appointments.