

### Accessibility & ADA Compliance

As Purdue approaches the ADA accessibility compliance deadline of April 24, 2026, guidance exists for making Word, PowerPoint, and PDF files accessible, but there appears to be little or no guidance for documents prepared in LaTeX, which is widely used for academic writing. Given that peer institutions acknowledge this as a challenge, what support will Purdue provide to faculty who need to make LaTeX documents accessible?

- Faculty who use LaTeX can rely on the emerging tools and documentation that enable creation of tagged, accessible PDFs. [Overleaf](#) and the LaTeX Project now document workflows for producing PDF/UAcompliant, tagged PDFs (including math and tables), and these resources will be referenced in Purdue's general accessibility guidance alongside existing Word, PowerPoint, and PDF materials.

### Campus Safety, Immigration Concerns & Senate Bill 76

Given that many individuals who have experienced violent encounters with ICE have been citizens or legal residents, what plans is Purdue making to protect students, staff, and faculty who may be afraid to come to campus, particularly if Senate Bill 76 passes?

*- not asking Purdue to violate the law, but rather to take steps to protect individuals who fear harm from illegal actions by others.*

- We have all seen news accounts of ICE Enforcement activity in large metropolitan areas, and it is understandable that members of our campus community have concerns about their safety and security. While we have no reason to believe that ICE is planning enforcement activity on our campus, the Office of International Students and Scholars will be sharing specific guidance for those who encounter an ICE enforcement activity on or off campus. This guidance supplements the university's standard guidance for dealing with any law enforcement questions on campus which requires faculty and staff to call the office of legal counsel (494-9059) or PUPD (494-8221).

## Childcare Support for Faculty and Staff

Was the closure of a Purdue-associated childcare center that appears to be driven by the vendor, based on interpretations of “demand” that faculty and staff have found unconvincing?

What steps is Purdue taking to ensure this decision is based on accurate data, or to prevent closure through alternatives such as contracting with a new vendor or requiring competitive staffing and pay?

What plans does the university have for the building that formerly housed the Early Child Education Center, and are we still on track to meet Purdue’s overall need for high-quality childcare?

What steps is the University considering supporting childcare availability for faculty and staff, including summer program options such as Boiler Kids Camp?

- For those who may have missed the university’s prior comments regarding ELI’s determination to consolidate operations to one near-campus center, Monday’s Purdue *Today* contains a story reflecting those comments.
- Faculty, staff, and community members needing childcare are encouraged to join the childcare waiting list so Purdue and its childcare partners can more accurately understand and assess demand, and to consult Human Resources’ childcare resources for spring break and summer options. Purdue Recreation & Wellness has expanded Boiler Kids Camp to serve 175 campers weekly over seven summer weeks for children ages 5–12, and has broadened youth offerings such as Boiler Gaming Camp, which now serves ages 9–15 and has grown to 300 campers across six weeks.

## Movable Dream Hire (MDH) Program Transparency

Is there a list of all Purdue faculty hired through the Movable Dream Hire program, and can this information be shared to help departments more effectively nominate and recruit future candidates?

- Yes, we plan to make the list of Movable Dream Hires available by college on the faculty affairs website. In the meantime, the dream hire process is a college-by-college process and each dean may choose how, when and where to announce the hiring of a faculty member through the Dream Hire program.

### Re-homing of HONR Faculty

How many HONR College faculty have been successfully re-homed in academic departments? If interest increases, do colleges and departments have the option to reopen or revisit the re-homing process?

- Two faculty have been rehomed at this point and Honors faculty may apply to other searches.

### Salary Equity for Indianapolis Faculty

Following re-alignment, Indianapolis faculty became Purdue employees on July 1, 2024, yet salaries remain lower than those of similarly ranked faculty at West Lafayette. How does the administration reconcile this with the goal of operating as one unified Purdue University, and what concrete steps are being taken to address salary equity across campuses?

- Following the July 1, 2024 realignment, two separate assessments of faculty salaries were conducted. Salary adjustments were made where gaps were identified. Future University Tenure faculty salary reviews will follow the Purdue annual merit increase process.

## Tuition, University Resources, Staffing Shortages and Faculty Support Services

When will the tuition freeze be reconsidered so that resources can flow to sustain basic services needed for Purdue's teaching and research mission?

Many essential services such as SPS Pre-Award are short-staffed, forcing employees to work evenings and weekends and limiting support for faculty facing tight deadlines. How is the University addressing these staffing shortages, and how does this factor into broader discussions about tuition and resource allocation?

Additionally, how is the University evaluating the cumulative financial impact of staffing shortages and employee costs, such as parking fees, and other required expenses on faculty and staff, and how do these considerations factor into broader decisions about resource allocation?

- Purdue continues to honor the Board-approved (and, now, state-mandated) tuition freeze, while increasing investment in core academic operations. Our budget has grown by \$1.6B (86%) during the freeze, and we've increased central allocations to departments by \$322M in just the last five years.
- Sponsored Program Services has added staff over the last several years and is reorganizing its post-award operations to reduce administrative steps, streamline approvals, maintain clear points of contact, and eliminate duplicative work so faculty experience faster and more consistent support. SPS is also leveraging tools such as PERA and emerging AI applications in pre-award, contracting, and post-award work to improve turnaround times, reduce routine workload, and allow staff to focus more on higher-value support for faculty and researchers.
- Across the institution, turnover is at historic lows, overall staffing levels have increased compared to recent years, and staffing ratios are monitored so adjustments can be made when particular areas are out of balance. Resource decisions—such as staffing levels and employee-related costs—are evaluated in that broader context to support Purdue's teaching, research and engagement mission while maintaining affordability for students.