

## Federal and State Grant Cuts for Promotion and Tenure

How will promotion and tenure policies change in the long-term to respond to the cuts in federal grant funding and the additional pressure on foundations and state-level grants?

- We continue to carefully monitor changes in the federal funding landscape and are mindful of the potential impact on faculty productivity. Our promotions procedures and documents already include mechanisms to report and address instances where external factors beyond the candidate's control have substantially impacted their progress. In addition, the University has been helping faculty identify and pursue a broad range of opportunities for funding.

## Timeline - COACHE Survey

When should Senators anticipate the COACHE survey data being released?

- Once we receive the complete data analysis from Harvard University, the provost will roll out the Harvard COACHE survey results at college-level meetings during the spring semester.

## Evaluation Metrics and Interpretation of Policy S-4

Purdue University makes extensive use of quantitative productivity metrics in faculty evaluation, despite significant disciplinary differences in research and teaching outputs. How is the university ensuring that these metrics are applied in ways that are discipline-appropriate and do not create unintended incentives? Relatedly, how does the administration interpret Purdue Policy S-4 with respect to the reporting of Teaching Productivity Metrics, particularly the practice of requiring non-tenured faculty to report this information in Elements as part of annual review? (<https://www.purdue.edu/vpec/policies/academic-research-affairs/s4/>)

- Our annual evaluation, and promotion and tenure procedures are built on discipline-specific criteria and expectations. These variations, and also the variations in the nature of faculty appointments, are central considerations as we adapt our practices to comply with State and Federal laws. Collecting teaching productivity metrics for all faculty who teach allows each department to develop a complete picture of teaching workload.

## Graduate Student Cost of Living Challenges

What steps are the university taking to address the rising cost of living in West Lafayette and its impact on graduate students (housing availability/affordability, stipends, emergency support)?

- We must together address the rising cost-of-living pressures affecting graduate students, including through the Action Council on Student Housing and Well-being. For example, average graduate student stipend increased by 28% over the last 4 years and the total investment in graduate compensation increased by \$53M annually over the last four years. For example, with about 8,000 new apartments coming online around campus in the next two years, housing pricing is expected to come down.
- Graduate students and faculty can find a comprehensive list of official funding and support resources — including assistantships, fellowships, grants, and related services — on the Office of the Vice Provost for Graduate Students and Postdoctoral Scholars' Current Graduate Student Resources page: <https://www.purdue.edu/academics/ogsps/current-graduate-student-resources/>
- In addition, Purdue's Purdue Basic Needs Program provides targeted support for both undergraduate and graduate students experiencing short-term financial hardship or challenges meeting essential needs. The program is designed to address immediate barriers to student well-being and persistence and includes resources related to food security, emergency financial assistance, housing stability, and connections to campus and community support services.

## Admissions and Funding Policies

What is the admission policy for Chinese students for PhD program? Are we allowed to hire them using internal funding (startup funding, for instance)?

- Yes (assuming the standard process for all applicants is followed).

## Honors College Faculty Realignment and Employment Decisions

Related to the re-organization of the Honors College: messaging from Provost Wolfe over the past year indicated that there would be pathways for Honors faculty to be re-aligned with disciplinary departments. Why, of the nine Honors faculty who submitted applications, completed interviews, and were extended offers at the department level, were only two approved for continued employment at Purdue by the Provost? While it may not be possible to comment on individuals' cases, what general criteria were used to make this decision?

- As previously communicated, the Honors College updates included the possibility of faculty realignment into disciplinary departments, but continued employment or placement for any individual non-tenured employee is not automatically guaranteed.
- Consistent with university policy and standard academic practice, employment decisions ultimately are subject to final institutional approval.
- The university is not able to comment on individual personnel cases. More broadly, employment decisions are contingent on multiple factors and approvals, and not all proposed transitions can be accommodated.