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while the courses are active. As a result, faculty may pay thousands of dollars a summer for their students to enroll in courses that do not exist, and that faculty are not paid to teach. This prevents faculty from supporting more students, their own salaries, and their research. How does Purdue justify listing and charging for courses without also paying faculty to teach them? Is Purdue willing to reconsider this policy, either by waiving the requirement that summer researchers be enrolled in courses, or by paying faculty for their summer teaching efforts?..... 4

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Diversity and the Recent Supreme Court Decision in Students for Fair Admissions, Inc. v. President and Fellows of Harvard College

Why is the OIE forcing us to remove DEI references in our job descriptions ads? The SCOTUS decision was only about admissions.

Hiring units have not been forced to remove references to DEI in job advertisements. What is paused is the requirement of Diversity Statements to be written by job applicants. As noted in Vice President Rollock's communication to Deans and Search Committee Chairs, this pause is prompted by legislative activities regarding equal employment opportunity and the Supreme Court's June decision on the First Amendment right of "no compelled speech."

Why is the university making decisions that appear to go beyond the supreme court ruling on race-conscious admissions? For example, there was a recent decision to remove training for faculty on hiring committees. There was also a recent decision to pull diversity statements from hiring applications. The Supreme Court decision means that we can't use race (in and of itself) in admissions: it does not prevent us from using people's life experiences in our decisions or assessing their cultural competences. Faculty and staff members' ability to work respectfully with students from a diverse range of backgrounds is important for our teaching and mentoring (and for our ability to have collegial departments). Why are we no longer allowed to evaluate applicants on criteria that are important to doing their jobs effectively?

Please see the previous response.

Why has education and guidance around conducting faculty searches and hiring in ways that help search committees diversify applicant pools and engage in fair, equitable, and unbiased searches being ceased? Specifically, the University-level required Faculty Search Committee Workshop (formerly run by ADVANCE, more recently run by OIE) have cut out participation by the Office of Diversity, Inclusion, and Belonging. In addition, why is the information on the University Faculty Search Committee Workshop page outdated? (letter from the previous Provost is dated 2017 and "Purpose of the Diversity Statement" is there—which we have been forbidden to request of candidates). Why did the Office of the Provost request the immediate cessation of college-level workshops that address strategies to bring diversity to applicant pools, possible biases in the search process, ways to guard against the operation of biases through consistent application of unbiased practices, and assessing strengths and weaknesses around candidate's ability to contribution to inclusive environments that foster diversity?

Education and training regarding the hiring process continue. The Office of Diversity, Inclusion, and Belonging remains a valued partner in this education. Such education includes guidance on expanding applicant pools and complying with laws, regulations, and University policies on equal access and equal opportunity. Manuals and other guidance to assist search committees are regularly updated.

Hiring Needs

Since ordinary tenure-track hiring is very limited, when are we going to find out about permission to do clinical and other teaching-focused hires? What are the Senate's views on the decisive switch from tenure-track positions that include teaching to non-tenure-track clinical positions that cover teaching?

FY24 hiring allocations for each academic college were shared with deans in late August. This includes (1) tenure-track and tenured faculty, both topic-based and talent-based, and (2) clinical/professional faculty. Numerous searches for tenure-track and clinical/professional faculty are already underway. Deans have the authority and discretion to authorize searches that best meet the needs of their college, while staying within overall limits. (3) Lecturers and Limited-term Lecturers can be hired at the discretion of college and departmental leadership.

Funded Grant Support

A challenge facing many PU investigators is the severe lack of structural supports for funded grants. Faculty are held responsible by funders and Purdue for completing their funded projects; however, Purdue is not held responsible for delivering the administrative supports promised within grant-funded indirects. What has Purdue promised to provide as part of its ~55% federally negotiated indirect rate? How does Purdue plan to hold its systems accountable for delivering on these promises?

First, it is important to be aware that because of research activity types, locations, and federally mandated cost basis, the University annually recovers about 20% on average relative to total research costs, not 55% (Facilities and Administrative Costs (F&A) divided by Total Costs including F&A).

By definition, F&A costs are actual costs incurred to conduct the normal business activities of an institution and are not readily identified with or able to be directly charged to a specific sponsored research project. Activities that are typically Facilities or Administrative Costs include: *Facilities*—defined as depreciation and use allowances, interest on debt associated with certain buildings, equipment and capital improvements, operation and maintenance expenses, and library expenses; *Administrative*—defined as general administrative costs and expenses, departmental administrative costs, sponsored projects administrative costs, student administration and services, and all other types of administrative expenditures.

The University continually assesses service level and delivery and makes investments to address the growing demands of administering our grant portfolio and addressing numerous mandates and requirements imposed by our sponsors and oversight agencies. With the large increase in our research portfolio the university agreed to expand SPS FTE by 25%, and we have filled most of those positions, which should start easing some of the grant processes. In addition, we continue to review where the bottlenecks are for awarded grants so that we can better serve our faculty. Longer term, the Purdue Board of Trustees approved a \$9.9 million investment for an innovative electronic research administration system that will help with many of the processes. These are two of many recent examples of investments aimed at addressing our service delivery and research support services.

Finally, we have added a concierge service to help faculty if they are encountering bottlenecks. You can e-mail researchconcierge@purdue.edu or visit [Purdue Faculty Concierge - Office of Research](#).

Graduate Student Policies

Faculty are required to pay tuition and fee remits for graduate students to be allowed to receive research assistant funding, including in the summer. Faculty names are placed on these courses,

and faculty must pay \$910 per month per each of their students to enroll in “their” course. However, during the summer, faculty are not paid to teach these courses, and some may not receive any summer pay while the courses are active. As a result, faculty may pay thousands of dollars a summer for their students to enroll in courses that do not exist, and that faculty are not paid to teach. This prevents faculty from supporting more students, their own salaries, and their research. How does Purdue justify listing and charging for courses without also paying faculty to teach them? Is Purdue willing to re-consider this policy, either by waiving the requirement that summer researchers be enrolled in courses, or by paying faculty for their summer teaching efforts?

Graduate assistants must be enrolled in coursework or research credits to meet the educational relationship defined by the Fair Labor Standards Act. International graduate students holding a summer graduate staff appointment must be enrolled in at least 3 credit hours to maintain their visa status. We are willing to explore enrollment options for summer research credit to help students meet federal requirements while moving closer to graduation.

How do you plan to improve cost-of-living concerns for graduate students with families because of high housing, childcare, and insurance costs?

We have been delivering on plans for graduate student stipends for two years. This year, we are again looking at all stipends (minimum to maximum) per college. SPS was instructed last spring to begin budgeting on sponsored program budgets a graduate stipend minimum at \$28K for FY25. The vast majority of graduate students are paid at rates much higher than the minimum. We remain in conversation with Purdue Graduate Student Government and the colleges as to innovative ways to meet the needs of our graduate students. To help achieve joint goals, we have committed a \$20 million investment into graduate student stipends in the last 2 years, and we froze insurance premiums for graduate students this year. The \$20 million investment led to a 17% increase in the average graduate student salary for campus.

Climate Action

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The university is always open to new conversations and ideas around climate initiatives, and to further those efforts, Provost Patrick Wolfe and Administrative Operations Senior Vice President Michael B. Cline will be meeting with Sustainability Committee Chair Michael Johnston later this month to discuss carbon reduction.

Purdue has the Physical Facilities Sustainability Master Plan. More importantly, Purdue has been delivering the results of The Plan. Significant 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. Compared to the benchmark in 2012, per capita emission level today is reduced to 57%.

Furthermore, as Senior Vice President Cline reported to the Board of Trustees at their October meeting earlier this month, Purdue has partnered with Duke Energy to jointly explore the feasibility of using advanced nuclear energy to meet the long-term energy needs of the West Lafayette campus. 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 can find more information on the [study website](#).

We are proud to report that Purdue was recently named a 2023 U.S. Department of Education Green Ribbon School Postsecondary Sustainability Awardee, one of the handful of universities in the country to be so recognized for having and delivering a university sustainability plan. More information on the award is available via [Purdue Today](#).

Fitness Benefits

I know that I am happier, less stressed, and healthier when exercising. A fit community also reduces overall health care costs. Would it be possible for our health care plans to reimburse a percentage of fitness center memberships?

Human Resources (HR) has explored gym memberships in the past and continues to do so. We understand the request and desire to have a membership discounted or reimbursed to help motivate or continue an employee's physical wellbeing journey. HR is currently looking at a program through the Center for Healthy Living that would include a physical fitness or training component that could reimburse a gym membership based on positive participation.