

Promotion and Tenure Process

Q: In light of recent faculty concerns about administrative decision-making and the no-confidence proceedings, could the Senate seek clarification regarding: (1) what documentation faculty are entitled to receive at each stage of the promotion and tenure review process; (2) formal and informal avenues for seeking procedural clarification during or after review; (3) procedural pathways that remain available after a Board of Trustees decision, such as grievance, procedural review, or correction of the record; and (4) how the Senate can help ensure that departments and colleges follow consistent and transparent procedures?

- **Answer: Purdue's long-standing policies and procedures answer these questions. Additionally, step-by-step Operating Procedures for Granting Academic Tenure and Promotion can be found on the Faculty Affairs website. Questions should initially be directed to department and college leadership. If questions remain after those discussions, please contact the Office of the Vice Provost for Faculty Affairs.**

Communication Channel and Operational Action Plan

Q: Is the newly opened communication channel supported by a practical, well-designed operational action plan that is workable and executable? Will the action plan be made transparently available to all faculty?

- **Answer: The premise of this question is unclear, perhaps there is a missing preface to the question? The administration will communicate openly, honestly, and frequently about issues directly impacting the campus community. Communications will take place through multiple channels to ensure as wide an audience as possible receives the necessary information.**

2025 COACHE Survey Results and Dissemination

Q: Faculty have submitted several questions regarding the 2025 COACHE survey results, including when the results would be released, why they had not been broadly shared, whether summary results would be posted publicly as in previous years, and when college-level meetings to discuss the findings will be scheduled. What is the current status of the results and the planned faculty dissemination?

*The COACHE survey has since been made public. There was mentioned that college-level meetings were anticipated; what is the current schedule for those meetings?

- **Answer: The COACHE survey data is available at the Faculty Affairs website: <https://www.purdue.edu/academics/faculty-affairs/initiatives/coache.html>. Faculty Affairs will provide a comprehensive presentation to the Faculty Affairs Committee at the committee's first scheduled meeting. Faculty Affairs has briefed college leadership and colleges are free to schedule college-level meetings at times that best work for their units. Faculty Affairs is happy to participate in those meetings to the extent it is helpful to clarify the data or facilitate planning for strengthening particular areas of focus.**

Restricted Persons/Parties (RPS) Requests for Foreign Vendors

Q: Orders from foreign companies now require Restricted Persons/Parties (RPS) request forms through the Office of Research Integrity and Regulatory Affairs. Is there anything that can be done to expedite processing? Current delays are affecting research, and some needed items are substantially less expensive from foreign companies. The approval process also appears to involve Descartes Visual Compliance, whose emails may be going to junk folders.

- **Answer: We appreciate you flagging this issue for us. We have looked into it and see there are issues that require our attention. The delays are mostly attributable to inserting new regulatory compliance**

approvals into the fiscal approval process. We will fix any undue delays and other vexations within our power to fix. Still, new federal and state restrictions require this additional review and do, in fact, limit some of our purchasing options. We must continue to comply with those legal requirements.

Fixed Period Admissions and International Students

Q: Given Purdue's longstanding reputation for welcoming one of the nation's largest international student communities, how might the transition to Fixed Period Admissions influence Purdue's ability to attract international students, and what measures are being taken to sustain that success?

- **Answer: Purdue recognizes that the move to fixed-period admission could affect international students' decisions about where to study, particularly for programs that commonly exceed four years, such as doctoral programs, or that involve interdisciplinary transitions, internships, co-ops, clinical experiences, or accelerated undergraduate-to-graduate pathways. Predictability, clarity, and confidence that students can complete their academic plans are critical to sustaining Purdue's success in attracting international students.**

Purdue's priority is to ensure that current and prospective international students understand their options, complete their degrees, and maintain compliance with current federal requirements. The Office of International Students and Scholars (ISS) reviewed current students' circumstances and helping academic units identify program-level implications before they become individual student problems. Where extensions of stay are necessary, there is a defined federal process, and Purdue will assist students in preparing and navigating those requests.

Purdue is communicating practical alternatives where federal changes limit existing pathways. The new graduate-credit policy, which permits eligible undergraduates to apply up to 12 graduate credits toward participating graduate programs, creates an accelerated route available to Purdue students and alumni regardless of citizenship. Similarly, Purdue is reviewing admissions structures for interdisciplinary programs such as PULSe to determine whether they can be adapted to comply with the new CIP-code requirements while preserving their academic purpose.

Please follow the ISS webpage as the best source for current, accurate information from Purdue (<https://www.purdue.edu/gpp/iss/index.html>). That information is created by Purdue's subject matter experts with the benefit of peer review from across the Big Ten Academic Alliance.

Healthcare Affordability for Purdue Employees

Q: CSSAC members have expressed growing concern about the affordability of healthcare for Purdue employees, particularly premiums, deductibles, copays, and other out-of-pocket costs. What specific steps is Purdue taking or considering to make healthcare coverage more affordable, and how is the University evaluating whether current healthcare costs are sustainable and competitive for lower- and middle-income staff?

Answer: The Board of Trustees approved 2027 health plans, which included no premium increase for any employee. Deductibles were increased only to the extent required by law. Purdue is constantly seeking partnerships and arrangements that reduce cost for employees and their covered dependents. According to data from PricewaterhouseCoopers, the national average for university health care has grown nearly 6% annually since 2017, while Purdue has seen an average increase of 2.1% annually. Purdue has absorbed the majority of the cost increases and currently funds 90% of healthcare premium costs and 75% of total plan costs. Had Purdue's health care costs increased at the national rate, employees would have spent an additional \$79.5 million on health care from 2016-24.

Graduate Degree Time Limits and Program Flexibility for Non-Domestic Students

Q: Recent changes to the amount of time non-domestic graduate students are allowed to obtain master's and doctoral degrees, as well as reduced flexibility to change programs of study, may significantly affect a wide range of Purdue programs. How does the administration plan to provide guidance and coordination so these changes can be accommodated consistently rather than on an ad hoc, unit-by-unit basis?

Answer: The new federal fixed-period-of-admission framework creates a significant structural change for international students and scholars. Rather than remaining in the United States for the duration of a program, international students will generally be admitted for a fixed period of up to four years, with extensions requiring federal adjudication. The rule also restricts changes in academic objectives and certain sequential or “stacked” degree pathways, including transfers between Classification of Instructional Program (CIP) codes that are central to some interdisciplinary admissions structures.

To support consistent implementation across programs, ISS, the Office of the Vice Provost for Graduate Students and Postdoctoral Scholars (OGSPS), Teaching and Learning, Financial Aid, Faculty Affairs, and the Office of the Provost have conducted multiple briefings and Q&A sessions with deans, associate deans, department heads, and other academic leaders. OGSPS will continue convening the Associate Deans for Graduate Study to examine how doctoral programs may need to adapt in response to the new federal framework, including degree sequencing, time-to-degree expectations, program design, and options for students who may need an extension of stay.

Purdue is also addressing program-specific issues through a coordinated compliance review. For example, new restrictions on transfers between CIP codes required the university to pause new international admissions to PULSe while it evaluates whether the program’s interdisciplinary admissions structure can be redesigned in a federally compliant way. Current PULSe students who have already been placed in a degree-granting department are unaffected, as are domestic students. The pause reflects a federal compliance issue with the admissions mechanism—not a judgment about PULSe’s academic quality or value.

Finally, Purdue has created an alternative to combined “4+1” programs for all qualified undergraduates. Students with the appropriate preparation may take graduate-level coursework and apply up to 12 credits toward participating graduate programs. This preserves an accelerated pathway from undergraduate to graduate study while complying with the new restrictions on pursuing undergraduate and graduate curricula concurrently.

Purdue Indianapolis – Operations, Infrastructure, and Communication

Q: The growth of Purdue Indianapolis is exciting, but programs and personnel operating there have experienced competing messages, infrastructure gaps, significant delays, communication challenges, and difficulty reaching someone who can effectively answer questions, particularly when higher-level approvals are required. When can we expect these issues to improve, particularly as the University moves to launch new programs and duplicate or relocate existing programs in Indianapolis?

Answer: Questions and approvals should continue to be addressed through standard department and college protocols, and Indianapolis has a leadership team well-equipped to answer specific questions and review approvals as needed.

Student Parking Subsidies and Tuition Freeze

Q: Could the President address the decision to reduce parking subsidies for students, which has a significant effect on students, including international students? Are there other ways to manage the tuition freeze that would affect our students who rely on this transportation, less?

Answer: No parking subsidies have been reduced. As announced in May 2026, all annual parking rates for students, staff and faculty remain the same for FY27 as they were in FY07, which is even longer than the tuition freeze.

This question might have confused parking with the somewhat related issue of campus transportation and student mobility. Some student subsidies have been moved from central budgets to college budgets so subsidies could be provided directly to students who desired assistance offsetting the cost of a CityBus pass. Those subsidies cover a smaller percentage of the CityBus pass because CityBus has raised rates this year. Purdue does not control CityBus fares.

Purdue has not reduced its investment in campus transit and student mobility. In fact, its investment has increased year-over-year. In West Lafayette, a three-year, \$7.8 million commitment to a dedicated Purdue Campus Transit system that remains free for students, faculty and staff. The system includes three primary fixed routes, peak-period service, and on-demand rides through the Flexigo app, with expanded evening and weekend options.

Our mobility strategy also includes lower-cost parking options that work in tandem with transit. Purdue's Value Permit provides students with a more economical parking option in designated lots, with free campus transit connecting those lots to select campus locations during the academic year.

That commitment extends beyond West Lafayette. As Purdue continues to grow in Indianapolis, we are also investing in transportation that connects our locations and helps students navigate the Indianapolis campus.

These efforts reflect a broader commitment to giving students multiple ways to get where they need to go—through fixed-route transit, on-demand service, lower-cost parking paired with transit, and intercampus transportation. We will continue to look at ridership data, listen to student feedback and adjust routes, stops and service levels as needs evolve.