

College of Health and Human Sciences Fall Faculty Meeting Minutes

(November 21, 2024, 2:00-4:00 PM, Location: PFEN 241)

1. **Call to Order and Welcome:** The meeting was called to order at 2:01 pm by Prof. Xinran Lehto (Chair of the Agenda Sub-Committee of the HHS Faculty Affairs Committee)

Interim Dean Aaron Bowman welcomed members of the college, and introduced guest speaker Dr. Eric Barker, Vice President for Health Affairs and dean of Pharmacy

2. **Guest Speaker*:** VP Barker gave a brief overview of Purdue's "One Health" Initiative and Framework . Highlights:
 - a. One Health integrates human health, environmental health, and animal health – this is a concept that goes beyond Purdue, but Purdue has identified it as an opportunity for growth
 - i. Developing cross-disciplinary health programs – e.g., radiopharmaceuticals, bioastronautics
 - ii. Developing a One Health certificate
 - iii. Coordinating health and life science undergraduate, graduate and professional programs in both West Lafayette and Indianapolis
 - b. No one particular college is going to drive One Health
 - c. Purdue is seen as/perceives itself as an "Industry Friendly" university
 - d. Hiring strategies related to One Health are expected to focus on cluster hires, with four major clusters identified:
 - i. AI in health
 - ii. microbiome/computational genomics (mainly located in One Health Innovation District — Elanco site in Indianapolis)
 - iii. healthcare access (especially rural and urban – both challenging but for different reasons)
 - iv. advanced genetics
 - e. VP Barker is working with Executive Vice President for Research Karen Plaut to identify homes for cross-disciplinary programs, including for example health equity initiatives
 - i. Working to build out facilities especially chemical and life sciences
 - ii. New Life Sciences Research Building may open up space in Hansen and Drug Discovery buildings
 - iii. Importance of developing IndyHealth District (e.g. 16 Tech)
 - f. Supporting the need to bolster community engagement
 - g. Questions for and answers from VP Barker:

Q. Could you share more about the plan for a cluster-like search for faculty in the One Health area:

Response: Two pieces. First, the formal proposal is currently in the provosts office. VP Barker is still waiting to hear from the provosts. Second, this should be seen as an opportunity for planning ahead. Units should consider what clusters you might want to begin to organize around. Knowing that in June or July we may get a call for a hiring plan. So where do we see the clusters? Where are existing strengths that we can make better? Cross-unit proposals may be stronger. Think about bringing in the business school, Agriculture, Engineering, but also Liberal Arts (Sociology, Disability Studies). There should be a conversation between the dean and heads so we already know what we will ask for when we get the call.

Q. We have a lot of folks who do research in the space of DEI, looking at social identities, etc. and these topics are very much related to health and health outcomes. But when we hear descriptions of what One Health is about, there isn't mention of understanding systemic biases and racism. What's your honest assessment of the current state of support at Purdue around these issues?

Response: This work is supported and will continue to be supported, especially in the context of health access and disparities. This isn't about healthcare delivery per se, but it is an important aspect of health. VP Barker's office has not received any pushback on these topics, e.g. when talking about engaging with underserved populations. But there are deeper pieces to this as well. These topics are also linked to accreditation requirements, for example related to cultural competence, and most of the state laws that have been enacted that restrict these conversations, nevertheless have an exclusion for accreditation. The important thing to focus on is how we "hang our hats on these topics." We are a land grant institution, we have a mission to serve the people of the state of Indiana. We have to observe accreditation requirements, we have to serve first-generation students. That scholarship will continue.

Q. What is the expected process for the dean search, specifically related to public presentation(s)?

Response: When the dean finalists come to campus they will give an open presentation to the college. That is the typical process at Purdue and I have no reason to presume that it will change. We should expect that.

Q. How do you see the alignment of Hospitality and Tourism Management fitting within the One Health framework?

Response: It's partly how you define it yourself. I view HTM as core to health, of humans and of animals. It is important to be able to design experiences that contribute to wellness. One Health is not just healthcare delivery. It includes everything that impacts our health and well-being.

Q. It is very common now to have considerable delays between the time that time requests for hiring are made, and the time it takes to actually approve them. Do you have any suggestions about how to get the approvals to happen more quickly?

Response: One thing I've [EB] tried to do is to try to unstick things when they look stuck. E.g. the HHS dean search. It is not possible for a vice president's office to control the output from the provost's office, but we can continue to work for and request movement. If we are more unified, more organized, and have a clear plan, it is easier to push. Things move faster if they're holding up not one college, but four or five. Another strategy is not to wait until we actually get the call for hiring requests. We know we will need to be ready to launch searches in the 2nd week of August even if approval does not actually come until shortly before then. So if we are ready to go as soon as the approval comes, we can move faster. Moveable dream hires are also an option, and can be worked toward at any time.

- h. VP Barker reported on his meeting with Senior Vice Provost for Teaching and Learning Jenna Rickus re. the HHS Dean search. There is a very strong pool of candidates, with four unanimously selected for campus visits during the first 2 weeks of December.

3. **College Update*:** Interim dean Bowman gave a brief update on the status of the college .
Highlights:

- a. Introduction to and welcome of new faculty
- b. Faculty numbers in the college are steady or slightly declining over the past two years, with a notable increase in the ratio of tenure-track to non-tenure-track.
- c. Hiring approvals were few, but if we manage to fill all of these approved positions we may be able to ask for more.
 - i. 6-8 “topic hire” searches approved this year (these are faculty hired under the “traditional” model in which (typically junior) faculty are sought to fill specific research needs (though increasing the “topic” has tended to be quite broad). This number *includes* deans and heads.
 - ii. 8(ish) “talent-based” hires approved – these are opportunity dream hires and similar.
 - iii. 10 clinical/professional hires approved, presumably to fulfill specific teaching needs, possibly related to maintaining accreditation.
 - iv. Cluster hires remain on hold pending provost approval as discussed by VP Barker.
- d. Development raised \$12 million – it is great to have so many successful and generous alumni!
- e. Research metrics have also continued to be highly successful, both in terms of funding and citations.
- f. We are encouraged to consider how to relate our college Signature Areas to the developing One Health enterprise. We need to consider (and promote) how our collaborations both within and across colleges fit within the One Health framework.

4. Updates/Questions on Reports from HHS Committees*

- a. Research Advisory Council – *Cammie McBride, Associate Dean for Research*. **No Questions.**
- b. Diversity, Equity, and Inclusion Committee – *Ellen Wells/Chenell Loudermill, DEI*. **No Questions.**
- c. Faculty Affairs Committee – *Jennifer Popp, Clinical Education Coordinator/Clinical Professor*. **No Questions.**
- d. Graduate Educational Policy and Curriculum Committee – *Libby Richard, Acting Associate Dean for Graduate Programs and Online Education*. **No Questions.**
- e. Undergraduate Educational Policy and Curriculum Committee – *Tom Berndt, Senior Associate Dean for Academic Affairs and Administration*. **No Questions.**
- f. International Programs Committee – *Liping Cai, Faculty Director of Global Education*. **No Questions.**
- g. Other – Professor Tom Berndt, Senior Associate Dean for Academic Affairs and Administration presented the Patsy J. Mellott Teaching Innovation Award to AJ Schwichtenberg for ongoing activities in her lab to better support neurodiversity in research education through the creation of Inclusive Spaces in labs.

5. Other Reports:

- a. Clinical Professor Chenell Loudermill, Dean’s Fellow*, gave a brief presentation on her ongoing work to foster community, belonging, and identity in HHS, focusing on acknowledgement and recognition; meaningful connections, and pathways for professional development and career advancement (specifically as it relates to DEI).
- b. Tammy Conard-Salvo, Associate Director for Diversity, Equity & Inclusion reported on her work with the HHS Connex Program*, an undergraduate program to foster community, belonging, allyship through academic social, and professional development. Cf. Multicultural science program, minority engineering program, business opportunity program in other colleges.

- c. Associate Professor AJ Schwichtenberg gave a brief update on the current status of the HHS Volunteer Registry. Enrollment is increasing, especially among young adults and families with children. But there is a continuing need for engagement from faculty/researchers. More information about accessing the registry, and potentially getting assistance from the Registry staff to recruit participants, can be obtained by contacting AJ.
6. **University Senate Update*:** Professor Susan South presented a short update on activities in the University Senate .
7. **Final Remarks and Adjourn:** There were no additional questions. Interim Dean Bowman adjourned the meeting at 3:45 pm.

* See slides at <https://hhs.purdue.edu/faculty-meetings/>