

Question Time

Questions for the chief academic officer:

1 Diversity is critically important and seen closely linked to academic leadership at Purdue University, which can be seen, as an example, from the job title of its chief academic officer: Provost and Vice President of Academic Affairs and Diversity. Although your job title does not have the word “diversity” in it, it is understood on this campus and beyond that diversity and inclusion are imperative and vital in academic leadership. It is perceived that you **show a tendency toward** preventing certain qualified international/minority faculty with diversity background from assuming leadership/executive positions while you show favoritism for others. Although these cases were usually handled tactically; still traces of bias and exclusion are quite visible. Specific examples of this kind are **available upon request**.

Where do we see your leadership in valuing diversity and inclusion in academic leadership?

2 As you know, Purdue University’s policies and equal employment laws require equal treatment of all employees. PFW Strategic Plan 2020 also puts ample emphasis on such core values as institutional “equity and fairness. . .celebrate differences of culture and background.”

How do you plan to address your bias problems so that all faculty are treated equally and fairly in all aspects of professional affairs, including, but are not limited to, appointments of leadership positions, administrative or academic? Institutional equity is not just words on paper or an ideal; rather, it has absolute binding power on all employees.

3 There are many diversity events held on PFW campus such as Diversity Showcase, Global Student Celebration, international forums, events to celebrate ethnic minority groups, and events organized by minority and international faculty and students. Senior and other administrators I know of usually come to these events. **My impression is that** you were not seen at these events **when I attended these events**.

Why do you not show up **at least some of** these diversity events? Where do we see your leadership and support role **in these diversity areas**?

I would like the answers to be written and be kept on file by the Senate secretary so that senators can request a copy later on.

Thank you!

L. Lin