

2021 WELDON SCHOOL TOWN HALL

Oct 29, 2021



PURDUE
UNIVERSITY®

Weldon School of
Biomedical Engineering

Norms of Engagement

Together, we agree to create a brave space for learning.

- ✓ Lead with curiosity.
- ✓ Cede space / take up space with intentionality.
- ✓ Lean into discomfort and commit to bravery.
- ✓ Identify where your learning edges are and push them.
- ✓ Create a shared learning experience.
- ✓ Care for yourself and trust others to do the same.

ANONYMOUS QUALTRICS QUESTIONS



<https://tinyurl.com/WeldonTownHallQ>

RESPONDENTS

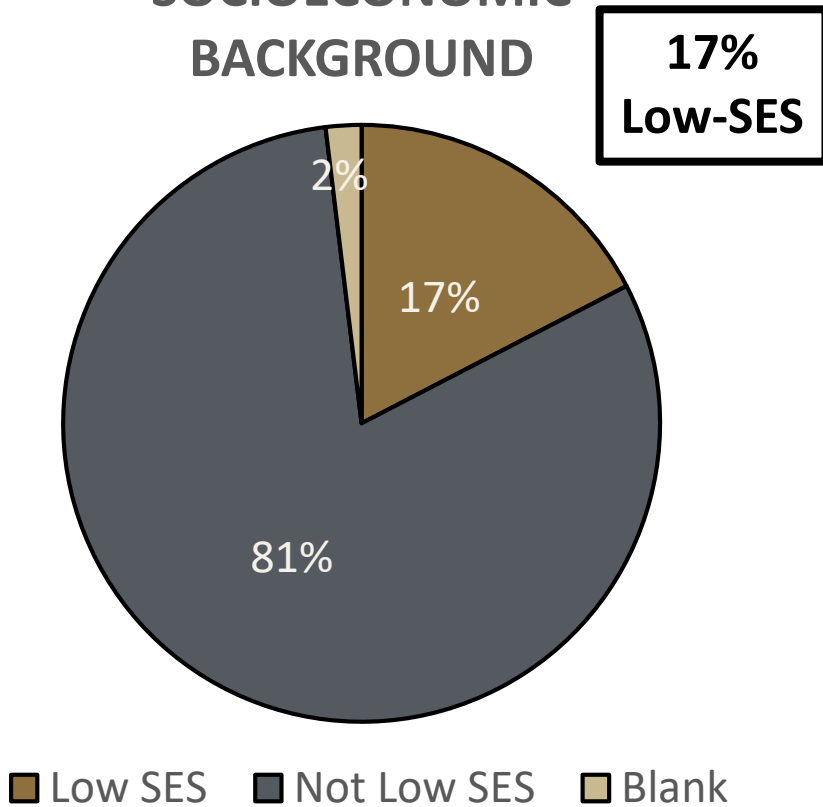
Role	Count	% of respondents	% of Role in School
Undergraduate Student	83	41%	22%
Graduate Student	74	36%	53%
Faculty	26	13%	58%
Staff	19	9%	35%
Other	1	0%	--
Total	203	100%	33%

Limitations

- Groups with less than 10 respondents were not broken out further to preserve anonymity (e.g. few respondents identified as transgender/nonbinary, LGBTQ+, Black, Latinx, disability)
- No designated Role for Postdocs (technically the University counts postdocs under faculty)

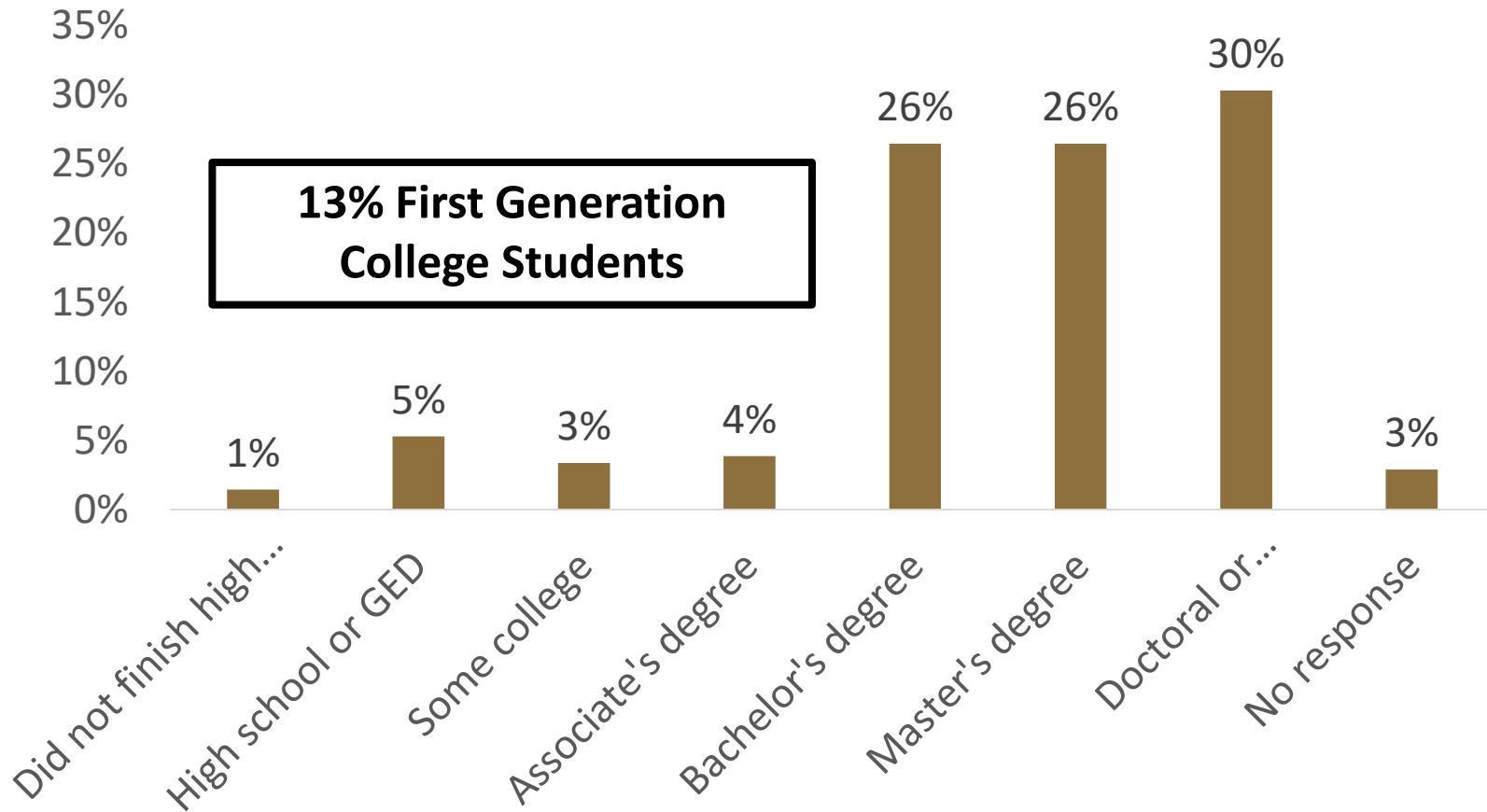
Family Background

SOCIOECONOMIC BACKGROUND

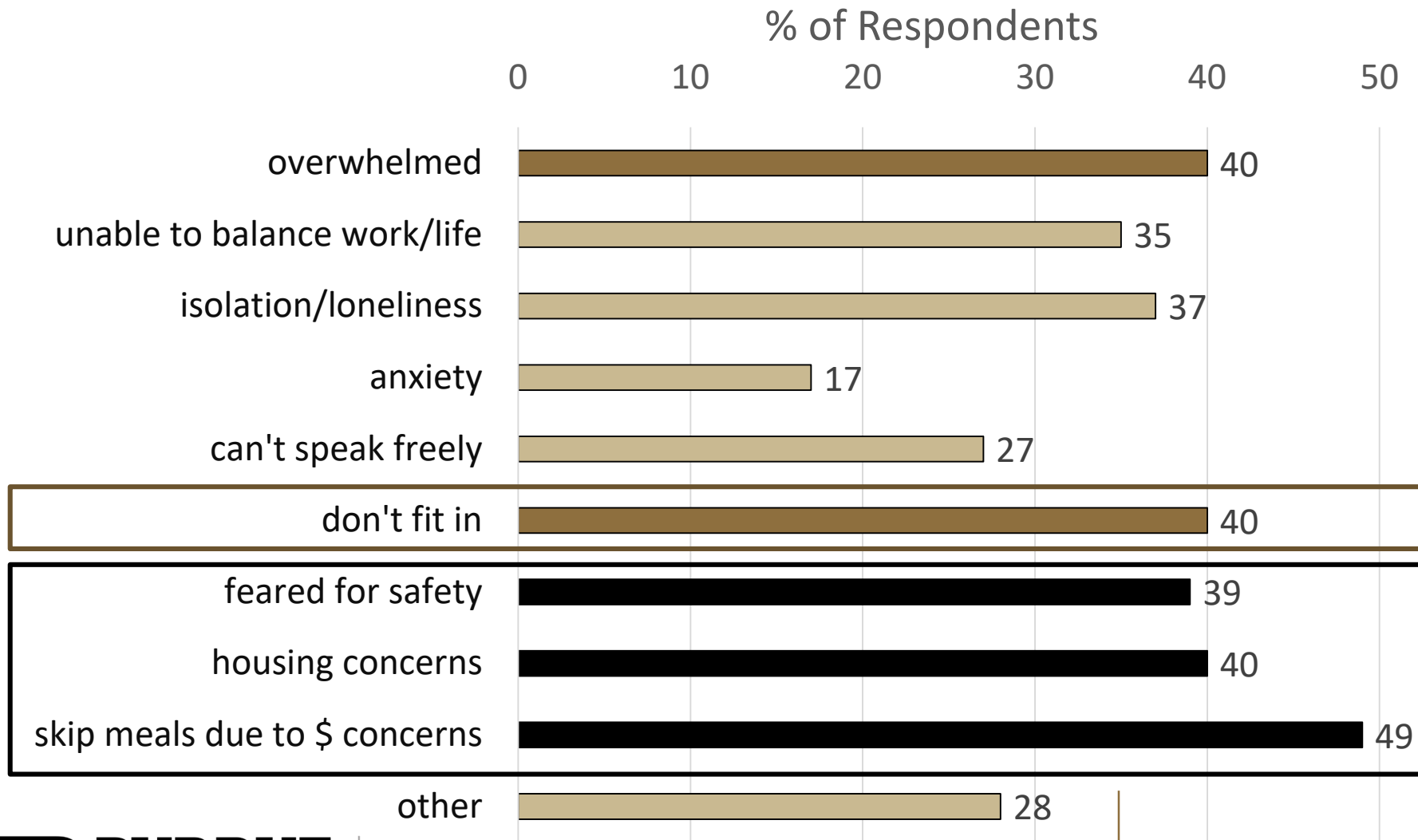


Socioeconomic background: Qualified for Food Stamp Program, SNAP, Pell Grant, FSEOG, or other federal assistance due to low income?

PARENTAL EDUCATION



Stresses in the last year



Lack of
belonging/
fitting in

Basic needs
not met

14% OF RESPONDENTS REPORTED
EXPERIENCING DISCRIMINATION OR
HARASSMENT

ONLY 47% OF ALL RESPONDENTS WERE AWARE
OF REPORTING PROCESS FOR ACTS OF
DISCRIMINATION OR HARASSMENT



Harassment and Discrimination

HOME OIE ▾ TITLE IX ▾ HARASSMENT AND DISCRIMINATION ▾ ACCESSIBILITY RESOURCES ▾ ETHICS AND COMPLIANCE ▾

Purdue University does not condone and will not tolerate Discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity or gender expression.

Purdue University is committed to providing an educational and work environment free of discrimination and harassment and does not condone and will not tolerate discrimination or harassment of any person in the University community.

Filing on behalf
of yourself or
someone else



Report an Incident



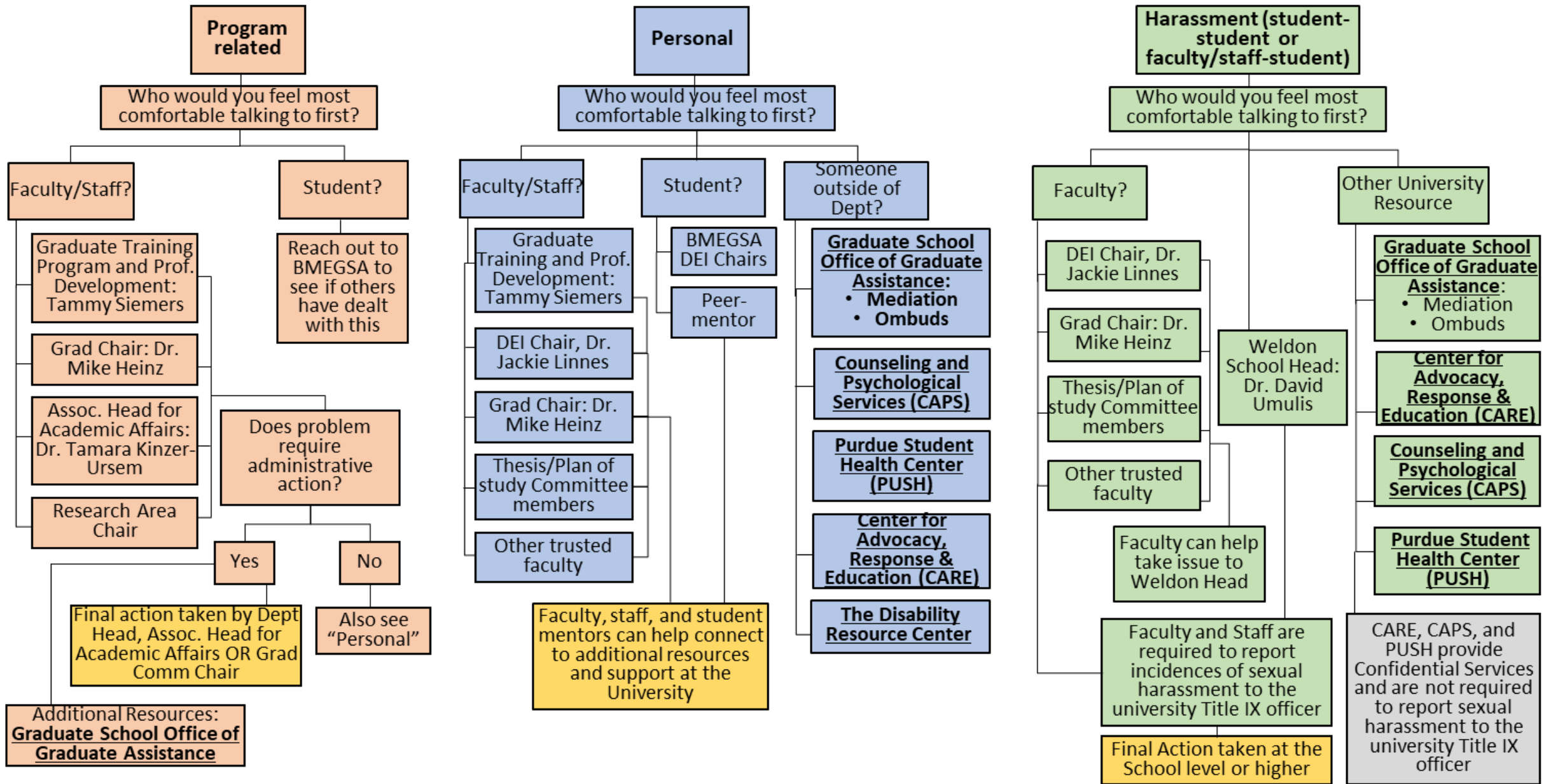
Request a Complaint Form



Understand the Process

requesting a formal investigation or
informal dispute resolution

BME CONFLICT RESOLUTION SUPPORT



PRIORITIES

All Weldon Community

- Build networking/social events across peer groups
- Celebration of individual identities
- Engagement in DEI activities and outreach

Communication

- Transparency in merit and decision making
- Newsletter including DEI activities/resources
- Transparency in awards and nomination processes

DEI committee logistics

- Advising and leading activities for recruiting URM students/faculty/staff
- Specifically improving climate for people of color, international low-SES, first-gen, LGBTQ+

Staff

- Continued empowerment
- Celebrations of accomplishments and awards

Postdocs

- Improve support and inclusion of postdocs
- Increase professional development and mentoring

Grad students

- Equitable treatment by PIs + School-level protection/support
- Grad student pay increases and minimum salary
- Diversify individual PI labs
- More engaged mentoring committees
- Additional support for first generation college students, international, low-SES, non-native English speakers, under-resourced students

Faculty

- Transparency in leadership/awards (e.g. merit-based decisions of Directorships and Named Professorships)
- Active engagement and leadership opportunities for women and faculty of color

Undergrad

- Job and career guidance for international students
- Additional support for first generation college students, international, low-SES, non-native English speakers, and other under-resourced students

ANONYMOUS QUALTRICS QUESTIONS



<https://tinyurl.com/WeldonTownHallQ>

Norms of Engagement

Together, we agree to create a brave space for learning.

- ✓ Lead with curiosity.
- ✓ Cede space / take up space with intentionality.
- ✓ Lean into discomfort and commit to bravery.
- ✓ Identify where your learning edges are and push them.
- ✓ Create a shared learning experience.
- ✓ Care for yourself and trust others to do the same.