

Minutes: March 8, 2022

College of Liberal Arts Faculty Senate

<https://cla.purdue.edu/faculty-staff/facsenate/>

Prepared by Bradley Dilger, Secretary <dilger@purdue.edu>.

Approved April 12, 2022.

Roll — Spring meeting of the CLA Faculty

Senate Chair Patricia Boling welcomed CLA faculty to the meeting, convened using Zoom at 3:33pm. Boling acknowledged the First Peoples.

Guests: Dorrie Armstrong, Pedro Bassoe, Charles Campbell, Elena Coda, Keith Dickson, Joel Ebarb, Arne Flaten, Elaine Francis, Erika Gotfredson, Wei Hong, Cara Kinally, Brian Leung, Olga Lyanda-Geller, Cherie Maestas, Nicholas Rauh, Linda Renzulli, Gabriel Rios-Rojas, Aparajita Sagar, Jen Scheuer, Lori Sparger, Jessica Sturm, John Sundquist, Holly Tittle-Hudson, Bill White, Jen William, Chris Yeomans, Laura Zanotti.

Senators absent: Allen (Johnston), Boyd (Clair), Bross, Denny, Harris, Kaufmann-Buhler, Kelly, Marsh, Parrish, Sánchez-Llama, Trout, Woods. (Alternates indicated in parentheses.)

Professor Erin Moodie present as alternate for Paula Leverage (SLC).

1. Approval of the Minutes

Boling presented the minutes from the meeting of February 8, 2022.

The Senate had no changes or corrections.

Motion to approve by Senator Fritz Davis, seconded by Senator Elizabeth Hoffman.

The minutes were approved as submitted by voice vote.

2. Chair's Remarks – Dr. Patricia Boling

Boling thanked the faculty who attended the meeting.

She spoke of the importance of shared governance, drawing on a primer written by Senator Richard Johnson-Sheehan. It's been a topic of conversation this year in our Senate and at the university level too. The basic premise of shared governance is allowing faculty and staff to speak to their expertise, and offer meaningful input administration can use to guide decision-making. Boling observed that CLA has veered from this approach by allowing a small number of people to make decisions—which can create tension, uncertainty, and dysfunction among those who are not included in decision-making. While some areas of CLA are thriving, some are suffering from low morale, and we've seen that acrimony and mistrust in the Senate this year.

Boling suggested a renewed commitment to shared governance would help CLA address some of those issues and welcome incoming faculty as well. She concluded by noting the outgoing Senate leadership team would be working hard to ensure continuity with next year's group, continuing these conversations and also attending to the logistics that support them.

3. Dean's Report

Senator Rebekah Klein-Pejšová explained that a report from the Center for the Arts would not be shared this week because the CLA strategic plan implementation teams have focused energies

on the Research Academy. The Center for the Arts is organizing a steering committee to guide future work. The Senate can expect a report in Fall 2022.

4. Old Business

The CLA DEI Committee presented two reports posted on the CLA Faculty Senate web site and brought to the attention of the Senate.

A) CLA DEI Committee report on Purdue response to sexual assault

First, on Purdue's response to sexual assault, Professor Aparajita Sagar spoke for the committee.

Professor Sagar praised the work of the committee, noting their efforts to gather information about groups across campus who were attending to the issue, and seeking opportunities for CLA to liaise with student organizations and other units. That work should continue in the future.

Sagar summarized the recommendations made by the committee in its report, noting that CLA could play a significant role in providing information, education, and training, and describing potential allies across the campus, such as the University Senate or the Feminist Action Coalition for Today (FACT). She stressed the importance of ongoing efforts that involved administration and meaningful student input.

Sagar emphasized the DEI committee hoped the report would start a conversation including CLA DEI officer Briggitta August and continuing into the next academic year. She thanked contributors to the report: Senator Jennifer Freeman-Marshall, FACT officer Ashley Bagadiong, Professor Laura Zanotti, Professor Shannon Mullen, Professor David Atkinson, and everyone on the DEI committee.

Regarding training, Boling asked what other institutions emerged as positive models. Sagar noted that IU and UIUC both require annual training, as described in the report.

Dilger asked about timelines for implementation of actions discussed or endorsed by the University Senate. Sagar explained the University Senate had prepared a report but it was not acted on by the Board of Trustees.

Professor Brian Leung noted that he had shared the report with the University Senate chair.

Senator Nancy Peterson thanked Sagar and the DEI Committee for their report and recommendations. She noted the report included recommendations CLA might not be able to implement, and suggested endorsing those who could. Peterson also noted a gap left by the sunsetting of the Sexual Harassment Advisors Network (SHAN) and changes in mandatory reporting. She suggested that training could fill that gap, if properly developed.

Boling observed that the report recommendations were organized in a manner that facilitated action by CLA faculty members, individually or as the Senate. She thanked the DEI Committee for their work.

B) CLA DEI Committee report on parental leave

Second, on parental leave, Senator Andrew Flachs offered a summary of the report, which included both the results of a survey of CLA faculty and research into parental leave at peer institutions, especially Clauset (2018). He stressed that the DEI Committee is not calling for uniformity or restrictions that would reduce the ability of faculty and unit supervisors (in most cases, heads). Flachs pointed out that the recommendations hope to identify actions which aim to preserve flexibility but address observed gaps in benefits provided by Purdue as compared to peer institutions. For example, CLA could address particular issues such as restrictions on

taking leave in the first year of employment could be particularly problematic given the academic job market.

Flachs invited administrators present to weigh in on specific concerns, and thanked both the DEI committee and those who responded to the survey.

Davis noted that response to the survey, by both heads and faculty, was reduced because of confidentiality concerns — small numbers raised the risk of identification.

Professor Linda Renzulli expressed some worry, as a department head, about representation of FMLA leave in the report at the college and university levels. She noted that legal requirements for FMLA leave prevented any work, and suggested that some of the results of the survey might reflect that—for example, faculty managing labs or participating in graduate advising.

Flachs suggested differentiating between paid parental leave and FMLA leave, and observed that neither heads nor faculty favored reducing flexibility. Full semester course releases, however, seemed to be restricted by department resources.

Professor Laura Zanotti asked about implementation: how a college-level pool for parental leave might work, and how confidentiality with regard to leave would be handled with a leave committee—not to mention intra-departmental relationships.

Flachs concurred neither solution was perfect and did not have concrete answers for those questions. Senator Cheryl Qian, who also serves on the DEI committee, noted that research on peer institutions usually operated at the university level, not the college level, which was a constraint.

Boling thanked Flachs and others for their committee work and their questions.

5. Committee Reports

a) Faculty affairs committee

Boling reminded the faculty to contribute comments for the Faculty Affairs Committee's annual meeting with the dean regarding the state of the college. Look for an email from Professor Keith Shimko.

b) Nominating and elections committee

Peterson reminded the Senate of the need to begin AY2022–23 with a full roster of the senators and committees, and Senate leadership as well — faculty governance depends on faculty participation.

Peterson asked senators to consider serving and to recruit others to serve, e.g. the DEI Committee who reported today. Self-nominations are welcome.

6. New Business

Boling shared a list of topics that the Senate has engaged this year, and which have been presented to the Senate leadership through the Qualtrics suggestion box. She asked the Senate and faculty present to review the list of issues as summarized by the agenda committee:

- Shared/faculty governance (as noted in Boling's opening remarks).
- Health coverage that costs more and covers less: reduces our salaries (this isn't something we have authority over, but we can at least raise our voices?).
- Assistance to our faculty with placing spouses in local positions that are suitable.

- The rising number of contingent faculty in CLA: Set up a task force to investigate this next year?
- Given influx of new faculty, consider the norms that have long/should apply.
- Support of graduate students: persistently slow publication of fellowship information, causing worry in departments about funding for ABD students.
- Cornerstone representation / reapportionment (as part of the future reapportionment of senators for CLA Senate).
- Possibility of a CLA Senate response to the recent incident of police brutality against an African American student—a letter or resolution like that produced by the University Senate & in the Exponent on March 4, 2022, in the same spirit of supporting our students of color, all of our students, insisting on more accountable policing.

Boling asked those present to share their feedback about these and other issues, using a survey link provided in the chat.

Leung asked if someone could speak to the Cornerstone representation suggestion. Executive Associate Dean Joel Ebarb answered that Cornerstone faculty are represented because all should have affiliation with an academic department, including clinical faculty who are hired with the hopes of finding that affiliation.

Boling asked if that model of representation was effective: if the issues presented for teaching Cornerstone would map to those for history or political science, for example. Ebarb agreed that was an important issue to consider that had not yet been fully investigated.

Dilger asked if all faculty in CLA have a home department. Ebarb answered yes, though for clinical faculty some of the specifics are still being negotiated because of the small numbers (three to date).

Senator Richard Johnson-Sheehan asked when Cornerstone would become a department. Ebarb suggested that would never happen because Cornerstone does not have a research component—it is only a teaching program.

Professor Bill White shared that the FAC of CLA is currently developing a promotion policy proposal for all clinical faculty in CLA, some teaching exclusively in Cornerstone.

Flachs shared that the DEI Committee had drafted a statement, following the lead of the University Senate, regarding the arrest of Black student Andrew Tuggle by Purdue police. Since the statement had not yet been shared with the Senate, he read it out loud.

Dilger asked if the statement came from the CLA DEI Committee. He noted that the statement could be considered at the April meeting, but that would be two months past the incident, and asked if more rapid movement would be appropriate.

Leung pointed to the [statement prepared by the University Senate](#).

Davis observed that Spring Break timing should also be taken into account.

Freeman-Marshall thanked the DEI committee for their work and suggested reviewing the statement sooner rather than later.

Boling also thanked the DEI committee. She thanked the faculty and Senate for sharing their feedback and promised a follow-up.

7. Adjourn

Boling suggested adjournment at 4:56pm.

Motion to adjourn by Davis, seconded by Hoffman.

Adjournment was approved by voice vote.