

Hello to all of my fellow senators. I also wish to extend a special greeting to all of my colleagues from across the CLA who are here for the All-Faculty meeting. By tradition, we set aside one meeting per semester as a special meeting, to which we invite the entire faculty. But I also want to underscore that your Senate leadership team sincerely hopes that all faculty will feel welcome and encouraged to attend any and all of our meetings, which are always open to faculty, and which for this year are conveniently all on Zoom. To those for whom this is your first CLA Senate meeting of the year, let me briefly introduce myself. I am an Associate Professor in the English Department, and I have been at Purdue since 2008. The Senate's Vice-Chair this year is Jennifer Kaufmann-Buhler, an Associate Professor in the Art and Design program in the Rueff School of Design and Performing Arts. And our Secretary is Ian Lindsay, an Associate Professor in Anthropology.

I'd like to begin my opening remarks by giving you all an update on what has transpired since our October Senate meeting. Shortly after that meeting, the Senate leadership team had a very productive and informative lunch with Dean Reingold, Associate Deans Ebarb and Hong, and Kirke Willing, Leslie Barnes, and Lori Sparger, from the Dean's office. One of the things we stressed at that meeting was that we would like the Senate to become a mechanism for effecting transparency—that is, offering the administration a forum for relaying messages and goals, and offering the faculty a forum for posing questions and providing our input into the direction of the CLA. Everyone at the table agreed that lack of transparency is an issue, so this is one definite goal that we, your faculty representatives, and our administration share. And today's meeting, we hope, will be one step towards making such transparency a reality, for we have devoted the final 30 minutes of the meeting to a discussion about the Cornerstone program, which is certainly something that many faculty have questions about.

To return to our ongoing business, picking up from last meeting: Your Diversity, Equity and Inclusion Committee, chaired by Senator Andrew Flachs, led us in a vibrant discussion of the CLA's paid parental leave policy. As you may remember, last year your DEI Committee produced a very detailed report about paid parental leave policies across the CLA. In Spring 2022, the Senate debated potential policy modifications, but no achieved no resolution, so we have picked it up again this year. Two issues arose from our previous discussions, both of which we are working on solutions for. First, there were concerns that an attempt to develop a

standardized policy might be perceived as doing an end-run around our department heads, who handle paid parental leave requests from their faculty directly. Second, the Dean's office relayed to us that solutions might also lie within the remit of Associate Dean Wei Hong, who is charge of faculty affairs for the CLA. So, with these two caveats in mind, we have asked the Faculty Affairs Committee of this Senate to take over from here. The DEI Committee did excellent work in identifying the key issues, generating a report, and getting the conversation going. Now, your Faculty Affairs Committee, under co-chairs Stacey Connaughton, from the Lamb School of Communication, and Nush Powell, my colleague in English, will take up the issue. We have asked them to sit down with department heads, Associate Dean Hong, and people in the university's HR department to develop some concrete proposals. The Faculty Affairs Committee is currently finishing up proposals on promotion guidelines for clinical faculty, and they will be sharing that with us at the December meeting, so their plate is full for a while. But we have asked them to address this in the Spring, with the hope of having an actionable proposal or set of resources we can circulate or set of best practices to be voted on by the end of the academic year.

The other issue that has been brought to the attention of your Senate leadership team is hiring practices in the College. As I have mentioned in previous opening remarks, faculty have relayed to us some dismay and even disgruntlement that the administration has chosen the population of hiring committees, rather than departments themselves making the selection. We, as a Senate, have no official comment on this right now, nor do we have any immediate proposals. But given that this has been the issue that faculty have brought to us most frequently, it is something we feel obligated to address. Any action that the Senate would vote upon would only affect hires beginning next academic year, but speaking for myself here, I feel it is important, given how much emphasis colleagues have put on this issue in their communications with me, that the Senate look into this.

As I mentioned, your Faculty Affairs Committee, under whose remit this would naturally fall, is currently working on issues of clinical faculty, and then will take up paid parental leave in the Spring, so they—quite understandably—do not have the capacity to take this up. One option that remains open for us is for the Senate to form an ad hoc committee to look into this issue. Our bylaws dictate that the Agenda Committee call for any such ad hoc committee. Jennifer Kaufmann-Buhler, your Senate Vice-Chair, is Chair of the Agenda Committee, and I am member

of that committee, as well. So I will be certain to raise this issue at our next committee meeting, and then we will be in touch with everyone via email should the Agenda Committee decide to press ahead with this.

As I envision it, such a committee might speak to members of the departments with hires this year to assess what has happened. And they might speak to department heads. And they might speak to the Dean. And you might propose a set of best practices in hiring, which the Senate could debate and vote on, and which would then reflect the will of the faculty for how hiring committees ought to be constituted. But ultimately, it would be up to this committee to figure out how best to address this issue. As you may remember, I recently created an email list for Senators, so if the Agenda Committee decides to pursue this, we will send an email to you all, soliciting volunteers. Please keep in mind that such committees need not be populated by elected Senators, so if anyone here wishes to join this committee, please speak to your Senator or write to me directly. Additionally, if anybody knows of a colleague who is not present, but who would work well on such a committee, please do encourage them to write to me, as well.

Now, for some future planning. Dean Reingold has kindly agreed to a q&a at the next Senate meeting. We have decided to solicit questions in advance, and provide them to the Dean, so that the discussion will have some structure to it, and so that we can be certain that a wide variety of faculty questions are addressed. So we will be emailing the entire faculty a Qualtrics survey within the next few days, and I would encourage you to fill it out if you have particular questions you would like Dean Reingold to address. Also at the next meeting we will discuss the Faculty Affairs Committee's proposals concerning promotion for clinical faculty. These documents will be circulated in advance, so please do plan on consulting them and coming to the meeting to discuss.

As of this morning, my remarks said that I was also happy to report that Provost Jay Akridge has agreed to speak to us at the February meeting. But you will have seen the email informing us that Provost Akridge is leaving his position at the end of 2022. If you have ideas for potential guests from the university administration, please do reach out to me or Jennifer Kaufmann-Buhler. At Associate Dean Ebarb's suggestion, we hope to invite Steve Schulz, general counsel for the university, to speak at a meeting in the Spring. As Dean Ebarb told us at our lunch, confusion often arises among faculty when we do not know how the power dynamics and the flow of

decisions work. Since we discussed transparency at this lunch, Dean Ebarb thought a presentation on the structures of the university would be helpful, so we are going to seek to get such a presentation on the schedule for the Spring.

Finally, I want to close on two very hopeful notes. First, today we will be voting on approving the slate of Fall 2022 graduates from the CLA. This is a great moment for all of us, when our students head out into the world to do great things. I know I never take credit for the accomplishments of my students, for whatever they chose to take from my classes was the result of their own dedication and effort. But I do, most definitely, take pride in them, and I hope you all will feel a similar sense of pride in today's formal moment of approving this slate of graduates. And finally, as I don't need to remind anyone, today is election day. And while the CLA Senate may not be as consequential as the bodies whose representatives we are voting on today, it is most definitely part of the same democratic tradition. On a day like today, I am reminded of the fact that we are a lucky college to have a representative body, a place where the faculty's questions and concerns can be raised, and where we can go on the record regarding proposals and initiatives that bear directly on the future of our teaching and research. It is thus a fitting day to have this All-Faculty meeting.