

CLA FACULTY AFFAIRS COMMITTEE ANNUAL MEETING WITH DEAN REINGOLD

MARCH 21, 2023



MEETING PARTICIPANTS

- Dean David Reingold
- Executive Associate Dean Joel Ebarb
- Senior Associate Dean Wei Hong
- Nush Powell, CLA FAC Co-Chair
- Stacey Connaughton, CLA FAC Co-Chair
- Jill Suitor, Dean's Liaison to the FAC

OUR CHARGE FROM THE CLA SENATE

- To talk with the Dean about the College of Liberal Arts' Diversity, Equity, and Inclusion efforts
- To share concerns about DEI that the CLA Senate has become aware of

THREE QUESTIONS POSED

- What are you proud of that CLA has done with regard to DEI?
- What are the issues we still need to address?
- What could the CLA and Dean's office do to work together around DEI?

WHAT ARE YOU PROUD OF THAT THE CLA HAS DONE WITH REGARD TO DEI?

- Enormous credit goes to Briggitta August
 - Portrait of Helen Bass Williams
 - Black Boilermaker Tour
 - She does all that one human being can do
- Filled two positions in Health Equity cluster
- Making two hires in African American Studies
- Department Heads and hiring committees have a lot of agency to recruit faculty of color
- Have been active in the Strategic Opportunities hiring program in last 5-8 years
 - Senior Associate Dean Hong shared that in 2017-2018, we had 2 hires from that program; 2018-2019 had 4. 2019-2020, 2; 2020-2021, 2; 2021-2022, 4.
- Executive Associate Dean Ebarb tries to make sure Faculty of Color know of award opportunities
- Proud that the faculty we have lost have gone on to higher ranked universities and that their Purdue experience contributed to that.



WHAT ARE THE ISSUES WE STILL NEED TO ADDRESS?

- CLA does what it can, but we are shaped by the priorities of the University
- Indianapolis campus represents an opportunity for DEI efforts (i.e., demographics)

WHAT COULD THE CLA AND DEAN'S OFFICE DO TO WORK TOGETHER AROUND DEI?

- CLA faculty and Dean's Office can work together on “real issues” over which we have control (e.g., not Paid Parental Leave policies—about which more in a moment).
- CLA faculty and Dean's Office can work together to “apply pressure in the correct place.”
- CLA departments and schools can work to make their units an inclusive, welcoming place.
- CLA departments can invite Briggitta to do workshops and trainings.
- CLA departments need to go beyond trainings...make DEI part of their department's fabric.
- CLA faculty and Dean's Office can work together on a way forward in anticipation of a Supreme Court case that is likely to be ruled on at the end of June 2023, banning affirmative action.

PAID PARENTAL LEAVE

- The Faculty Affairs Committee was asked to look into the issue of paid parental leave (PPL) raised by the DEI Committee and recommend a proposal or set of actions based on its findings.
- The Committee reviewed the DEI survey report, and met with Wei Hong, with Tera Bivins, and with Candace Shaffer.

PPL: FINDINGS

- There is plenty of understandable confusion around the different kinds of leave (PPL, medical leave, FMLA), what they entail, and how they can work together.
- Much of our leave policy is set at the university level, and does not fall under CLA or Senate purview.
- There is resistance to a firm centralized policy or clearinghouse committee, because of concerns that it might force departments to do less than they wish to, and because of concerns over privacy if a pregnant person were forced to disclose their medical information to a committee.

PPL: ACTIONS

- HR is developing a new PPL educational unit that will be available by the fall, and can present it to CLA. Can also do educational instruction for individual departments upon request.
- HR is undertaking a new benefits benchmark, which should be completed by the end of summer.
- The FAC proposes adding the following insert to the Heads' Handbook:

The FAC proposes that the following language be added to this section of the handbook:

Current policy on Family Medical Leave Act (FMLA) and Paid Parental Leave (PPL)

- Purdue offers eligible employees, both faculty and staff, up to 6 weeks of Paid Parental Leave (PPL) and up to 12 weeks of FMLA Leave.
- FMLA and PPL information and eligibility can be found here: [FMLA and Paid Parental Leave \(PPL\) - Human Resources - Purdue University](#)
- FMLA is an unpaid job protected leave. A maximum of 12 weeks of unpaid leave is available for the following reasons:
 - o The employee's own serious health condition
 - o Birth of a child
 - o Adoption of a child or placement of a child for foster care
 - o Bonding with the child during the first 12 months following birth or placement and/or a Serious health condition of a parent, spouse, or child
- Eligible Purdue employees, both faculty and staff, can use Paid Parental Leave and/or paid sick time to receive pay during their FMLA leave.
- PPL applies to adoptive parents if employed by Purdue, and to non-pregnant parents. PPL can be used prior to adoption if it is part of the legal requirement for the adoption.
- Paid Parental Leave (PPL) runs concurrently with Family Medical Leave Act leave (FMLA), so the total leave time available is a maximum of 12 weeks.
 - o Employees can use paid sick time for the medically required portion of leave, which, if used, would also run concurrently with FMLA.
 - o For example, in the case of childbirth, employees can use sick/sick family time for the first 6-8 weeks, depending on the type of delivery, while under the care of a healthcare provider. They could then use PPL to be paid for the remainder of their FMLA leave.

The above is meant as general guidance. In the event that there are extenuating circumstances, please consult with the CLA HR Business Partner regarding available resources.

Common questions asked about PPL:

Q: How was this policy developed? Is it in line with our peers?

A: Purdue's PPL policy was benchmarked with respect to the Big 10 (B1G) when it was created. University Human Resources conducted a benchmark in 2021 as well. Another benchmarking process is going on now and is projected to be in place by Fall 2023. IU's policy is similar to Purdue's policy, and offers 6 weeks of Paid Parental Leave that can run concurrently with the 12 weeks of FMLA leave.

Q: Is it possible for a new parent to take an entire semester of leave?

A: Leaves run concurrently, and the maximum period for FMLA is 12 weeks. In some cases, it may be plausible for department heads to assign alternate duties, such as administrative work in service to the department, in order to avoid the disruption to students and staff of having faculty members in the classroom for only a brief period of the semester.

The CLA wants new parents to feel welcome and supported in our college. The CLA Faculty Senate recommends that department heads make every effort to accommodate a full semester of teaching release for faculty members requesting PPL/FMLA where possible, and to err on the side of humanity.

Q: What about cases where a parent has something unexpected happen: e.g., multiple births, babies in need of NICU care, etc. – extra duties might not be a reasonable ask. Could something be in place for emergencies like this?

A: There are established ways to ask for additional coverage, but they are not attached specifically to PPL. New faculty can get an automatic tenure clock extension for childbirth or adoption. Heads should be proactive about informing their faculty of this opportunity when reviewing FMLA/PPL issues with new hires, and with faculty requesting FMLA leave.

Q: What policies do we have for covering for faculty who can't teach?

A: Planning from the department head on teaching coverage is usually done a year in advance. When things come up unexpectedly, heads can ask for more assistance, and cases will be evaluated individually.

Q: Who pays for coverage in emergency cases? Departments or the College?

A: This will depend on individual circumstances.