

DRAFT Minutes: April 11, 2023

College of Liberal Arts Faculty Senate

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

Prepared by Ian Lindsay, Secretary <ilindsay@purdue.edu>.

Not yet approved. For consideration by Faculty Senate, September ____, 2023.

Roll

Senate Chair Michael Johnston welcomed CLA faculty to the meeting, called meeting to order at 3:31pm.

Guests: David Atkinson, Kathryn, Brownell, Robert Channon, Stacey, Connaughton, Elena Coda, Fritz Davis, Joel Ebarb, Arne Flaten, Spencer Headworth, Stacy Holden, Wei Hong, Trenton Jones, Cara Kinnally, Cherie Maestas, Sorin Matei, Shannon McMullen, Nush Powell, Cheryl Qian, David Reingold, Linda Renzulli, Randy Roberts, Lori Sparger, Ronald Stephens, Holly Tittle-Hudson, David Williams

Senators absent: Browning, Clair, Harris, Marsh, Parrish, Ramirez, Sanchez-Llama, Sypher, Thomas, Veldvachter, Webb

1. Approval of the Minutes

Chair Johnston presented the minutes from the meeting of March 7, 2023.

The Senate had no changes or corrections, so minutes were approved as submitted.

2. Chair's Remarks – Dr. Michael Johnston

Chair Johnston previewed today's agenda of guests and reports, including the report on hiring practices that the faculty raised as an issue of concern to the Senate. He also highlighted some issues that will be of interest to the faculty and Senate in the coming year, such as what role CLA might place in the new Purdue-Indianapolis campus. The team overseeing the transition was not able to join us today as hoped, so it is something we will continue to monitor going forward.

Chair Johnston also highlighted other issues of ongoing interest, such as the recent COACHE survey results, and issues of climate for URM faculty, as well as the increasing emphasis on STEM as a focus of hiring and funding within CLA. With those pressing issues on the horizon, he reissued a call for filling the Senate leadership positions for the next AY. He closed by thanking the prior year's Senate officers for their help with the transition last summer, this year's Senate officers, and members of the Agenda, EPC, DEI, and FAC committees and the Dean's office for their collective hard work this year.

A copy of [Chair Johnston's full opening remarks](#) is available on the CLA Senate website.

3. Dean's Report

a) ***Degas Gift*** -presented by David Williams and Arne Flaten

David Williams and Prof. Flaten discussed the recent gift of 74 Degas sculptures to Purdue Galleries from an Alum of Mechanical Engineering living in the Chicago area (<https://cla.purdue.edu/academic/rueffschool/collections/degas/index.html>). He noted that Purdue also asked for a \$500K gift to keep them maintained, but the donor only agreed to give us the sculptures. The pieces were appraised by premier appraisers of Dega works, who assessed the fair market value of the sculptures at \$21 million as a collection, but they add up to about \$50 million if sold individually. The College agreed to show them together as a collection for two years in the (former) Sagamore Room in the PMU, which is being renovated this summer into a modern gallery space. Subsequently, the “Little Dancer, Aged 14” (the most famous piece) will be on permanent display in the PMU space, while the other pieces will circulate to the Gallery and various other venues.

In fall 2023 there will be a public opening on a non-football weekend to maximize hotel room availability for the event. They acknowledged the work of Lori Sparger and her team in the Dean's Office and Erika Kvam in Purdue Galleries for working on the logistics surrounding the donation.

4. Committee Reports

a) ***Curriculum Committee Report***-presented by Associate Dean Ebarb

Dean Ebarb presented the new courses and changes reviewed by the Curriculum Committee in March (see [link to document](#)). Chair asked for amendments (none suggested) and then a motion to approve.

Motion to approve: Sen. Denny. Seconded by Sen. Bulow. Chair Johnston opened the floor for questions. No questions from the floor.

Chair Johnston takes a voice vote. All ayes, no nays or abstentions. Report is approved.

b) ***Ad-Hoc Committee on Hiring*** – presented by Prof. Kathryn Brownell

Committee members: Kathryn Brownell, Richard Johnson-Sheehan, Cara Kinnally, Rebekah Klein-Pejšová, and Ronald Stephens

Prof. Brownell acknowledged the efforts of the committee members and that the report reflects many hours of work, adding the slides and full report will be submitted to the college for their reference. She noted that CLA has made large inroads on hiring in most departments and gives credit to Dean for the large hiring efforts especially during pandemic. Among the main faculty concerns driving the study is their diminishing voice and input in the hiring process. The committee collected data on these concerns through a Qualtrics survey and received responses

from 75 faculty (about 15% [though see discussion about this figure below]). She added that only 3 responses were overall positive. Overall, the data showed concerns about lack of share governance and lack of consistency.

Summary of the committee's recommended actions:

- Most departments do not have explicit written guidelines, so their first recommendation is the Senate work with faculty and dean's office for generating hiring best practices guidelines.
- They also recommend the Senate initiate constructive conversations between the Dean's Office and faculty. The Dean should be asked to justify when he goes against the recommendations of the search committee, since they are the experts in their fields.

Question/Discussion:

Sen Benedicto asked what can be done with this report so that it does just get filed. Sen. Klein-Pejšová says that was a shared concern of the committee, and the recommendations were meant to be as actionable and concrete as possible. The requests are centered around improved clarity and transparency, and since conversation takes more than one side, she hopes the Senate leadership takes this up.

Sen. Benedicto then asked the Dean what his next step is. He responds that Assoc Dean Hong has been running point on hiring, and he indicates there are probably other opinions in the 85% who did not respond. He indicated that he looks forward to a conversation, but he sees discrepancies between the report and how he has witnessed the hiring process occurring recently.

Dean Hong clarifies there are actually only 283 Faculty, so the percentage of response is much higher than 15% (there are 500 listed on listserv but that goes out to many more than just faculty, including lecturers).

The [slides](#) and [report](#) are available on the Senate webpage.

c) Faculty Affairs Committee —presented by Co-chairs Nush Powell and Stacey Connaughton

i. Report on Annual Conversation with Dean Reingold

Sen. Powell shared slides summarizing the conversation she had with the Dean and Associate Deans as part of the annual meeting of the FAC and Dean's Office. As seen in the slides, the Senate had asked the FAC to raise questions and concerns about DEI climate issues in the college, so that was a large focus of the conversation. Slides highlight the responses that Prof. Connaughton went over. The [presentation slides](#) are available online from the CLA Senate webpage.

Question/Discussion:

Regarding the Dean's comment that the Senate can work together to address issues of concern related to PPI and DEI by "applying pressure in the correct place," Sen Olsen asked for clarification about how faculty and deans office can do that. The Dean clarified that this came out of the discussion about how there are not really any decision points about PPL at the college

level, so if the senate wants to make changes around that those efforts, they need to be directed at the higher University level. The broader issue is to locate where decisions in the university get made related to particular policies of concern and target those offices with questions and concerns.

Sen. Olsen then asks how we might work together on DEI issues specifically. Dean Ebarb took that question since Briggitta August's office works with him. Dean Ebarb noted that she is doing everything she can. Recruiting is another big piece of the DEI puzzle, but what we can do with recruitment is restricted by a framework set by the University. That does not meet that we cannot ask questions and challenge decisions, and question protocols and best practices. Sometimes those result in change and many times not, but he notes that it is important to raise the questions to effect change and knowing where to push is important to that effort.

The Dean followed up on the issue of the end of affirmative action which is likely going to happen in late June when the Supreme Court may strike it down. He encouraged that we look at how CA, TX, MI institutions have been working with these changes, and maybe we can learn from UCLA since they are joining the Big10. He reminded us that he is currently chair of the Social Science deans of the Big 10 so he would like to learn from their experiences.

ii. Report on Paid Parental Leave

Sen. Powell reviewed the Senate's charge to review PPI policies with Assoc Dean Hong, Tera Bivins (in HR), and others as a fact-finding mission. She noted there is a lot of confusion about PPL and FMLA and how they work together. These policies are set at the university level, not by the college, so not much can be done at our level. She reviewed prior concerns about taking PPI decisions out of the hands of the unit heads and faculty, and exposing sensitive information where it does not need to be. HR is developing a new PPL educational unit in fall, which can be used to help individual departments gain a better understanding of how the policy works. HR is also undertaking a new benchmark to compare us to other universities. Sen. Powell then reviewed the recommendation to insert some language in the faculty heads' handbook clarifying what the policies are and how they interact. Language has been sent to unit heads in CLA and received positive feedback, and HR made some good comments as well. [The new language can be found on the CLA Faculty Senate webpage.](#)

Sen. Lindsay (as a member of the FAC) made a motion to approve the language, and Sen. Denny seconded. Voice vote. Unanimous ayes. Motion passed.

5. Ratify Spring 2023 Graduates

Dean Ebarb presented the list of prospective graduates for Senate ratification. Sen. Klein-Pejšová made a motion to approve, and Sen. Bulow seconded. Voice vote, unanimous ayes.

6. New Business

Sen. Johnston opened the floor for new items of concern. None were raised.

7. Adjourn

Meeting adjourned at 5:00 pm.