

Minutes: April 12, 2022

College of Liberal Arts Faculty Senate

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

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Approved by Faculty Senate September 13, 2022.

Roll

Senate Chair Patricia Boling welcomed CLA faculty to the meeting, convened using Zoom at 3:32pm. Boling acknowledged the First Peoples.

Guests: Joel Ebarb, Arne Flaten, Elaine Francis, Erika Gottfredson, Wei Hong, Cherie Maestas, William Sartore, Keith Shimko, Lori Sparger, Qian (Fiona) Wang, Bill White.

Senators absent: Channon, Denny, Flachs (Lindsay), Harris, Kane, Kaufmann-Buhler, Kelly, Leverage, Parrish, Woods.

Professor X present as alternate for Y (dept).

1. Approval of the Minutes

Boling presented the minutes from the meeting of March 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.

Boling thanked Dilger for his work preparing the minutes. Senators Kris Bross, Emily Allen, Elizabeth Hoffmann, and Jennifer Freeman Marshall agreed.

2. Chair's Remarks – Dr. Patricia Boling

Boling noted it was her last meeting as Senate Chair and reflected on the business of the year, identifying several issues she hope the Senate will continue engaging:

1. Shared governance, or faculty self-governance, which is critical across multiple areas.
2. Diversity, equity, and inclusion, from recruiting and retaining women of color, to more dramatic matters like the incident involving Purdue police officer Jon Selke and student Adonis Tuggle. Recruitment is especially at issue given the recent departure of multiple Black women faculty and the delayed hiring of faculty in African-American Studies.
3. Representation and pay for lecturers, staff, graduate students, and adjuncts, who are definitely feeling the pinch of inflation.
4. Difficulty in recruiting a new leadership for the Senate.

Boling noted the Senate would consider two resolutions approaching some of these matters later in the meeting.

Boling also thanked Senator Ralph Webb for his help with parliamentary procedure.

Senator Richard Johnson-Sheehan thanked Boling for mentioning the compensation of lecturers, staff, and graduate students.

3. Dean's Report

a) Will Sartore — international programs & engagement

Will Sartore, CLA Director of Global and Experiential Learning, shared an update, noting he had not spoken to the Senate since Spring 2020.

Sartore noted the change from “Study Abroad” to “Global and Experiential Learning,” reflective of the desire to speak to CLA Strategic Plan objectives in these areas, especially with the cooperation of faculty.

CLA was the only college hosting a Study Abroad fair in the past year. Three Spring Break trips (his, Rwanda; Joel Ebarb, Ireland; Jessica Stern, France) were successful—no Covid-19 positives, and excellent engagement. Looking ahead, there are eight trips planned for Summer 2022, and 22 majors planning Fall 2022 study abroad, which is more than Fall 2019, despite continued Covid-19 impacts.

In experiential learning, Sartore participated in a campus-wide inventory of programs led by the Office of the Provost, noting that CLA tallied the highest response rate and strong participation, including integration of undergraduate research. In the next year, CLA will work with Break Away (<https://alternativebreaks.org/>) to develop alternative Spring Breaks in 2023. Sartore is encouraged by faculty new to his area willing to lead trips to new destinations and coordinate experiential learning projects.

In the next year, Sartore hopes to improve recognition of the good work faculty do in both areas.

Boling asked for more information about new destinations. Sartore named Jordan, South Africa, several in Central America, Italy, and Greece.

Dilger praised the strong numbers and the idea of awards, and asked if awards would cover all of the areas named. Sartore answered yes.

Senator Klein-Pejšová asked Sartore to say more about plans in experiential learning and undergraduate research. He acknowledged the challenge of developing sustainable community partnerships and hopes to address that by matching faculty with prospective partners. Sartore's focus will be in study abroad and experiential learning; Holly Tittle-Hudson will continue to lead CLA undergraduate research.

Sartore's slide deck will be available on the Senate web site.

b) End of year Q&A with the Dean.

Boling noted that due to a conflict the agenda would be re-ordered and the Senate would hear from Dean Reingold first, with the Faculty Affairs report moved to committee reports.

Reingold opened by thanking Boling for her service and wished her well in retirement. He thanked the Senate for their good work during a challenging year.

Davis asked for a report on hiring in the college. CLA Faculty Wei Hong noted that 37 new faculty had accepted offers as of Monday, April 11. Executive Associate Dean Joel Ebarb praised “superstar” Hong's work in recruitment. Reingold also praised departments and schools who had worked through logistical issues raised by the pandemic and competed successfully with other institutions in a very tight labor market.

Johnson-Sheehan asked if CLA had plans to address the impacts of high inflation for lecturers and graduate students. Reingold acknowledged the impacts and the optics of a 4% salary increase pool when inflation is 8%. He hopes for more work like the development of the senior

lecturer title and the market-based adjustments announced by Purdue CFO Chris Ruhl. Reingold observed that a lack of competitive salaries is a problem across higher education, and Purdue is faring better than some peers (e.g. UNC-Chapel Hill). For graduate students, he noted growth since 2014, when Purdue's stipends were among the lowest in the Big Ten Academic Alliance, to being above the median in our disciplines.

Boling asked Reingold to summarize some key achievements and challenges for the past year. Reingold began with staffing and successful delivery of undergraduate instruction given the considerable enrollment increases (more than 2,000 students over projections). He named the current faculty recruitment push, the largest in recent memory. Finally, Reingold also praised the community spirit in CLA, with colleagues working to support each other when illnesses and other challenges rose up.

4. Old Business

Boling asked the Senate to consider the issues the DEI committee was charged with investigating: parental leave, sexual assault on campus, and police brutality. She praised the DEI committee's work to gather information and prepare reports. The agenda committee has prepared resolutions based on that work.

Dilger noted he had posted documents on his personal web site temporarily because of a problem with the campus web server; they would be on the Senate web site shortly.

a) Resolution regarding DEI committee report on parental leave.

Boling explained some of the rationale for the resolution "Request for CLA response to DEI Committee Report on Parental Leave," and summarized the resolution. She shared her own experience and emphasized the importance of competitive parental leave for inclusion and retention. Boling asked the Senate to comment on the resolution prepared by the agenda committee.

Davis said that resolution item #2, "Form committees at the departmental level..." would be very challenging for department heads, and could limit their ability to negotiate on the behalf of faculty. As a head, he has worked with faculty to identify solutions drawing on FMLA, course releases, and other types of leave. He expressed concern committees would not be able to work in this manner. Head of Political Science Cherie Maestas expressed concerns about confidentiality that could arise through the formation of these committees.

Senator Patti Thomas suggested amending the resolution to address these concerns, perhaps by using a committee only when a faculty member suggested the need for an appeal of a decision made by a head.

Boling asked if heads would always negotiate in good faith. Davis answered he thought they would, recognizing parental leave as a fundamental need, regardless of their experience with parenting themselves.

Head of the Lamb School of Communication Marifran Mattson noted that more committees would mean more work for faculty, and responsibility that could be difficult to manage. She offered agreement with Davis and Thomas, and echoed the need for heads to be able to work with faculty and other instructional staff to prevent undue burdens on those not on leave.

Senator Will Gray said he had benefitted from parental leave recently and appreciated the flexibility of current policies. He suggested striking item #2, but acknowledged rewriting item #3, "Designate a CLA fund..." might then be necessary.

Boling reiterated some of the rationale for the resolution, which was ensuring CLA units with smaller budgets had the flexibility necessary to achieve the one-semester norm, making CLA more competitive with leave at AAU and other Big Ten institutions. She expressed agreement with striking item #2 if that would advance the resolution.

Maestas said she supports item #4, “Waive the requirement that faculty must work 12 months...” but is not sure how CLA could achieve that given it is Purdue policy. She asked if the intent was to move university policy, acknowledging the particular difficulty of that rule.

Boling agreed that changing policy would be difficult given that it would impact all staff. She suggested the DEI committee might have done some thinking in this regard.

Davis noted item #3 might draw resources from other areas of CLA, which could be a problem.

Boling asked Webb for a clarification on procedure. Klein-Pejšová suggested reworking the resolution then moving it forward, if necessary, given its importance for equity and diversity in the workforce. Boling agreed. The agenda committee will ask the DEI committee to reconsider the resolution in light of their research and the discussion today.

Thomas suggested the DEI committee consult with heads regarding budgetary and policy impact. Boling agreed, especially given the issue of university policy.

b) Resolution regarding DEI committee statement: PUPD Incident

Boling asked Dilger to summarize the second resolution, “Request for CLA response to February 2022 PUPD Incident.” Dilger noted that the agenda committee sought to echo the statement from the DEI committee closely, especially its call for actions by CLA to better support the Black community at Purdue.

Boling consulted with Webb, then asked for a motion to consider the resolution. A motion was offered by Davis, and seconded by Hoffman.

Boling noted that just today, Purdue had released body camera footage and [published a statement](#) that showed cooperation between PUPD and the Tuggle family. Davis agreed, and thought the Senate statement should acknowledge that. Boling noted that some of the measures Purdue promised to implement paralleled the resolution closely, and suggested sending the resolution back to the DEI committee to consider revision in light of today’s news.

Boling asked the Senate to vote on the question of tabling the motion to return to committee. The Senate approved, 21–2.

d) Update on DEI committee report: Campus Response to Sexual Assault

This item was not considered due to lack of time.

5. Committee Reports

a) Faculty affairs committee

Professor Keith Shimko described the FAC annual conversation with Dean Reingold. The committee prepared a survey and received excellent response across all demographics. Five issues emerged from the survey, and questions were developed to address them, then shared with Reingold:

1. Promotions to senior lecturer without salary increases;
2. Efforts to raise graduate student stipends and allow overloads;
3. Recent departure of multiple Black women faculty;

4. Internal divisions in the college caused by hiring practices;
5. Recent accomplishments, and upcoming priorities.

Shimko shared a detailed summary of the conversation. The committee's written summary will be available on the Senate web site.

Boling asked Reingold if he wanted to respond. Reingold found the summary accurate. He noted the pay adjustment for lecturers was funded by the CFO. He also explained that graduate students would have a 4% increase in stipends.

b) Nominating and elections committee

Senator Nancy Peterson shared an update on filling the Senate roster for 2022–23. She explained that we do not yet have a full slate of committee members, especially those required to be staffed by senators (agenda, nominating and elections). Peterson noted that if difficulty filling the roster continues, rethinking the Senate bylaws may be necessary.

Boling thanked Peterson and the committee for their work.

6. New Business

Ebarb presented the Spring and Summer 2022 slates of graduates. He explained that some students were listed twice because they were double majors or Degree+. The summer list may be amended to add more students.

Boling asked for a motion to approve the slate. A motion was offered by Davis, and seconded by Hoffman.

The slate of graduates was approved by voice vote.

7. Adjourn

Boling suggested adjournment at 5:02pm.

Motion to adjourn by Davis, seconded by Bulow.

Adjournment was approved by voice vote.