CLA Senate Meeting December 11, 2018

Nush Powell calls the meeting to order at 3:30 pm.

Welcomes everyone to last Senate meeting of 2018.

Asks for any modifications to minutes from Nov 13 2018 minutes. Why were the graduate students mentioned by name? (question posed by Ben Lawton) Nush responds by saying graduate students brought the idea to us. With no corrections then, the minutes are entered as read.

Announcements (Nush Powell):

1. Safe Zone training is open for Spring 2019 registration. Check the dates on the website. Have the option to sign a contract.
2. Ad Hoc Committee on bylaws – members need not be on the Senate to serve because it is ad hoc. Senate Chair can appoint people. The ad hoc committee will be reexamining the bylaws of CLA Senate. It is now 3 years that we have been a faculty senate. Time to reexamine the bylaws. The ad hoc committee will explore the composition of standing committees, the possibility of graduate student representation, and Cornerstone representation.
3. Admissions: CLA Senate will arrange a discussion with Director of Admissions and Vice Provost for Enrollment Management; format and date TBD; thanks to Joel Ebarb for facilitating this.

Resolution on Health Plan: Nush reads the proposed resolution (distributed via email for Senate consideration). The Agenda Committee moves that this be taken up. Seconded by Eric Waltenberg. Nush asks if there is discussion. Comparison to local businesses shocking; not an appropriate comparison. Marlo David asks if we are the only College to make such a statement? Nush – yes, to her knowledge. Once we pass the resolution she will let the UCC Senate know. Question was asked by Brian Leung if there are other policies at other universities that are like ours. Cheryl Cooky notes that within Big 10 schools we are the only university that would have a spousal exemption. There are two other universities that have “adding spouse” to the plan (as an option); we would be the only Big 10 institution that currently would have no spouse as a plan if implemented. Cheryl (Vice Chair of the Univ. Senate) also notes there are committees that are hopefully having conversations around this proposal so that faculty and staff input will hopefully be heard. Bob Channon notes that other Colleges have not had reactions – surprise that there has been no mention of this so we should put out feelers to other Colleges within Purdue. This should be more than just Liberal Arts that is upset about this. Nush calls the question – ayes unanimously support resolution. See Appendix for text of the resolution as circulated.

Resolution on Racist Flyers: Nush reads the proposed resolution (distributed via email for Senate consideration). The Agenda Committee moves that we consider this resolution. Seconded by David Atkinson. Mark Tilton – the committee did a great job with this, he notes. Brian Leung asks if was there any discussion about encouraging upper administration to proactively speak out
against this rhetoric and flyers. Nush says it is our hope is that CLA can be the leaders here. Brian notes that we heard in our last meeting that our President made a statement at a private event that we weren’t privy to. Nush states our goal is that we stand with our President in his Shabat statement. Mark asks if there is some reason that the word Nazi was used in the title of the power point slide. Nush says it is supposed to be White Nationalism; was using shorthand for the slide. Bob Channon: usually the way they describe themselves is neo-nazi. For the minutes, Nush, offers to amend the language on PPT to neo-nazi. Nancy Peterson clarifies that the title of the resolution stays the same; it does. Bob suggests that if it is passed we ought to disseminate it beyond Purdue University, send it to various media both locally and nationally. Nush states we will circulate it to the College of Liberal Arts. Cheryl Cooky notes that whereas in the resolution we use the term “statement,” “private remark” would be better phrasing. Brian Leung suggests a friendly amendment. Nush will change the language of the resolution from “statement” to “private remark.” One of the graduate students said that this is more than “in the past year.” Bob suggests that “in the past several years…” be the language used. One of the graduate students also suggests “….on our campus and in other universities repeatedly throughout the nation.” Nush reads the resolution as amended. Nush calls the question – ayes unanimously support the resolution. See Appendix for text of the resolution as circulated.

Brian Leung says he would have added calling out organizations on campus who are participating in such things. Nush notes that we could make a resolution for a future meeting. One of the graduate students asks where we go with this next. One of the problems is that there was not a statement from administration, CLA, departments – she asks if it would be appropriate that the CLA Senate makes a statement about this and send it out to the students and faculty of CLA. Set the tone each semester, at the beginning of the semester, send something out. Routinize it. Nush agrees that we could reiterate this at the beginning of the semester.

Reports of Standing Committees: Joel Ebarb. The CLA Curriculum Committee has been meeting with all academic units to review all plans of study. You may hear about this in your depts. We are all on the new Curriculog and Acalog systems. Purdue’s online catalog is published once per year in June. All plans of study have to be reviewed by April 1. Early in the spring semester, all plans for majors, minors, and certificates will be reviewed by committees, then by Head, Dean, and director of academic advising (Andrae Sailes). Then they go to the Registrar’s Office by April 1, and published. The units are taking more responsibility and there are fewer opportunities for mistakes to occur. Joel then transitions to the curriculum report. There are quite a few courses (new as well as revisions and title changes). The list was distributed via email prior to the CLA Senate meeting. Dawn Marsh: explains that American Indians is an acceptable term. Joel thanks individual curriculum committees. Nush – the Curriculum Committee has moved that we adopt these changes and courses. Bradley Dilger seconds. Ayes carry unanimously.

Nominations and Elections Committee – Marlo David – distributes ballots. John helps Marlo pass out ballots. Nush reminds the room that only Senators are allowed to vote.

CLA Strategic Vision: Rosie Clawson (committee co-chair is Kirke Willing). Points out other members of the committee. Rab Mukerjea is the consultant (worked with Martin Jischke on
Strategic Planning). Elena Coda, Katie Brownell, Melissa Remis, Chris Yeomans are all on the committee and here today. Their process started in March 2018. Dean Reingold asked Rosie and Kirke to co-chair the committee. Everyone agreed to serve who was asked. Not all academic departments are represented. Dean Reingold gave the charge to think about the best interests of the College. Representation across College, across rank, and staff. Dean Reingold asked members not to think about things in terms of only their own unit. Also asked to make sure that the committee finished the strategic vision; previous attempts have languished. The committee has already solicited feedback from FAC of CLA Senate.

Rosie read the Mission and Vision statements. The committee wanted them to be succinct.

Five areas of what our land grant commitment is for a 5-year plan: Transformative Discovery, Innovative Undergraduate Education, Innovative Graduate Education, Impactful Societal Engagement, Integrated Diversity and Inclusion. For each goal, we developed priorities. Assigned each goal to a sub-group of the committee and consult the appropriate group of people that relate to that goal. For example, Rayvon Fouche and Rosie had Integrated Diversity and Inclusion – they consulted with various sources (i.e., dept heads, staff, grad directors, center directors from cultural centers). Came back to the whole group with a long list of priorities. Working to narrow it down to a short list. 3 priorities for each goal. 15 total. The document that CLA Senators saw has the longer list of priorities and the smaller list of priorities as well. We are at the point of making some choices. We also have metrics that have been developed.

What the committee would like our feedback on is the top priorities for each goal. Next steps – early next semester they will have an open forum for additional feedback. The committee has work to do on formatting the document. Implementation comes out of the Dean’s Office after that.

Opens it up to feedback.

Nush asks if Senate will be voting on the document. Rosie said that no, it is a committee document.

Howard Sypher asks if the committee looked at other strategic planning documents from schools that exist already. Rosie said they did not. Howard suggests that this document be taken to the departments for their feedback in light of their strategic plans.

Marlo David asks if Rosie could go through the document and summarize.

Eric Waltenberg notes that for the first goal, one of the top three priorities is to establish a grants office to seek extramural funds. How is that different from what Assoc. Dean of Research does? What resources might we offer that is different from what SPS offers?

Rosie goes through Top Priorities Goal 1 Transformative Discovery. Rosie takes the Transformative Discovery team led by Linda Renzuli as an example. More directed toward the needs of CLA faculty. Sometimes the university doesn’t get what social scientists or humanities or creative arts folks might need. Part of it may be what the ADR is already doing. We don’t want to ignore what we are already doing well.
Kirke Willing adds that some of the other colleges have departments set up like this – handling grants etc. This could be something that we see in the future if we build that up.

Rosie goes through Elena Coda’s team’s goals. Emphasizing what we have been doing well.

Paul Dixon – we need to evaluate innovations before we say we are innovating. For example, we need to evaluate Cornerstone before we decide that it is a priority. What is the metric for success there?

Brian Leung – Uncomfortable with the idea that a committee is creating an ad hoc policy for CLA that isn’t coming through this space (CLA Senate). If it doesn’t come through this body, then it could well be a report that goes into a drawer. Could the final version please come here and we can respond, not based on our personal feelings. Rosie says thank you and she’ll discuss with Dean Reingold.

Rosie – grad education – Melissa Remis – Melissa says, yes, those are the priority areas.

Katie – impactful societal engagement. Fostering additional opportunities at the College level. Larger set of awards. Promotion & Tenure.

Rosie and Ray – diversity and inclusion. Additional resources to the director; benchmarking where we are; talked also to the recruitment team in CLA. Leveraging relationships with the cultural centers.

Elena Benedicto says that links need to be made to undergraduate and graduate research, etc.

Marlo – diversity and inclusion needs to be much more integrated with other areas. This is very important to do. Echoes Elena’s point.

Rosie – agreed; all 5 goals have diversity and inclusion, and we need to make that clear

Mark Tilton – could we integrate some of the anti-Nazi activism into this. Bring some of that language into this document.

Bradley Dilger wants to underscore what Brian Leung said – this body needs to approve the strategic plan. Facilities and infrastructure is a metric under two areas. Not being acted upon and we have zero control over it. Also, why are they only under two goals? It should be listed under all five. Rosie – on the committee we did not prioritize those commitments because there are some things that we have control over and others that we do not. Some metrics don’t fit CLA as well as others do. Rab pulled a whole bunch that are standardly used; not all will be endorsed.

Rosie – we will get back together in January. Please email Rosie for your feedback.

Marlo David announces 23 ballot results. The two new members of Nominations & Elections Committee: Nick Rauh and Scott Feld. The new member of the Educational Policy Committee is Seungyoon Lee. The new member of the FAC is Keith Shimko.
Cheryl Cooky – Dean’s Evaluation – thanks everyone for participating who did so. The executive summary of the evaluation was distributed in October 2018.

Spring 2018 – evaluation conducted – Cheryl was chair of the CLA FAC at that time. Ben Lawton, Dan Morris, Whitney Walton, Sigrid Zahner. Jan Cover.

Bylaws of CLA Senate FAC includes annual meeting with the Dean. Faculty input gets shared by FAC with Dean in the Spring every year. The process itself is not dictated by the bylaws but the committee discusses the approach they will take. This is one of the most important things the FAC does each year.

Process this year – Qualtrics survey developed by CLA FAC to assess Dean Reingold’s performance. When Patrice Buzzanell was chair of the CLA FAC there was a quantitative assessment. Data were collected anonymously during March 2018. 214 respondents (CLA) 68% faculty members; 15% staff; administrators (9%), graduate students (8%). Adedayo Adenini of University HR was brought in to help with data collection and interpretation. Cheryl says that his input and participation was invaluable.

Overall rating – diverse views of the Dean. Bimodally distributed. 1/3 performance responded as excellent or outstanding; 1/3 responded as poor. 5-point Likert-type scale: Poor, fair, good, outstanding, excellent.

Most meaningful accomplishments – direct resources to faculty and grad students, raise grad assistant salaries, enhance CLA’s reputation across campus; restructure/reorganize CLA; promote curricular innovation (Cornerstone); promote diversity; set a hopeful tone

Suggestions to improve: clarify reasons and data behind changes; communicate effectively with faculty particularly those with declining morale; revisit or better explain decisions regarding dissemination of resources; improve personnel relations; listen to faculty more; prioritize work-life balance; further diversify the racial and ethnic composition of college.

CLA FAC recommendations: 1) seek ways for faculty to champion and lead college strategic initiatives; 2) establish long term strategic goals; 3) seek ways to incorporate faculty goals into the college strategy and reinforce that dean’s office has responded to feedback; 4) establish and cultivate ongoing methods for effective communication; 5) champion work-life balance with university.

In meeting with Dean at the end of the semester, FAC was interested in finding out what the Dean thought of these recommendations and how he would incorporate this feedback. The Dean formulated with Adedayo several high level goals (see the document attached in the Appendix).

Cheryl asks if there are there any questions?

Elena Benedicto – how is this going to get integrated with the strategic plan?

Dean Reingold – we’re open to suggestions on this. One of the pieces of the strategic plan that we need to work on and build out. The strategic plan will have a section devoted to organizational development. There is a placeholder in the document for that. One idea is to take
some of these jointly established goals and move them into helping to build out an organizational development component to the strategic plan. And then to start working through in a collaborative fashion how we might do some of these things. There are good ideas across the faculty for how we can achieve them. Dean Reingold thanks Cheryl and the rest of the committee for their work on this. The preliminary plan is to move these recommendations into the strategic plan under a section called Organizational Development.

Cheryl – Ken Ferraro, current Chair of the CLA FAC, has taken the lead on drafting this executive summary. Also, the FAC reviewed a draft of the strategic plan earlier on and provided some feedback.

Nush asks if there is any new business. None.

Nush asks Dean Reingold if he would like to make a report.

Dean Reingold: A big thank you to a number of colleagues and groups – Rosie and Kirke and the Strategic Planning Committee. Progress has been made today. Last plan on the College level was 2002-03. If people know how that document was ratified and brought into being, the Dean would like to know. On the question of whether or not the Senate should approve this document, the Dean defers.

Nush says the Senate thinks it should.

Dean Reingold – we can get there on the negotiation. Thanks to the FAC for collecting feedback on the evaluation. If we can add to the shared goals, we can add to them. The tentative plan is to start to work on an Organizational Development section. It will be an appendix piece to the plan. That is a fairly common practice in a strategic plan. In addition, a few other points. Student mental health issues here and elsewhere. There has been a spike in the number of students who are finding themselves in a very difficult situation emotionally. CAPS is overwhelmed with calls for help from students. As you are in touch with colleagues and approaching things with grades etc., please make sure we are responding to our students in a compassionate and nurturing way and make sure they know the campus has resources.

Brian Leung – we may feel like this is a new thing, but on this campus we have had an emphasis on reporting students of concern. As mandatory reporters that we are now referring a lot more students.

Dean Reingold – there is no question that the number of students that are seeking help is going up. It seems to be going up exponentially, and around academic stress.

Grad student – racism, homophobia problems, discrimination against international students – this is all important to include in the mental health problem. The environment in which we are learning is important.

Dean Reingold – not disagreeing with you. There is no question that that is a family of sources that are part of this issue.
Dean Reingold continues - In addition, big thank you to Chris Yeomans and others on the Core Renewal task force. They are debating ideas. Joel Ebarb as well. Degree Plus is one of the outgrowths of that. Degree in Three, the application cycle, announced the program in September 2017. Last year’s application cycle was not impacted. But our steady promotion continues. We’ll have some early returns as we look at this admissions cycle. Attribution is a very hard thing to establish unless you are going to do clinical randomized control trials. Kirke Willing shared our second annual financial report for the College with FAC. He’ll present it to the CLA Senate in January.** If there are suggestions about how we can refine that document, let us know. VPA and History – VPA is working with an outside firm to help identify candidates. 15 faculty searches going on in CLA. Wish everyone a safe, peaceful break. Easy grading and recharge.

Nush asks for motion to adjourn

Bob Channon makes the motion.

Nush – happy holidays. Meeting adjourns at 4:59 pm.

Minutes taken by Stacey Connaughton, Vice Chair
Appendix A:

Resolution before the College of Liberal Arts Faculty Senate, on 11 December 2018, Regarding the Health Plan Approved on 12 October 2018

Resolved, That the Faculty of the College of Liberal Arts stand opposed to the proposal for a new health plan, approved by the Trustees of Purdue University on 12 October 2018, and in particular to the provision that spousal coverage will be available only for those whose spouses do not work or do not have access to medical insurance through their employer.

Resolved, we recognize that this provision, along with the premium increase, increased deductibles, and reliance on CVS formulary, affects the lowest-paid members of our community disproportionately.

Resolved, we call for a transparent review process that uses meaningful benchmarks—comparable universities rather than local employers—and for a speedy resolution in the spring that will be presented while the University Senate is still in session.
Appendix B:

Resolution before the College of Liberal Arts Faculty Senate, on 11 December 2018, Regarding White Supremacism and White Nationalism on Campus

Whereas, in remarks on 1 November 2018, President Mitch Daniels affirmed that, “At Purdue, we call out and condemn all forms of anti-Semitism, racism, bigotry, and violence,”

And whereas we have witnessed the appearance of white supremacist and white nationalist propaganda on our campus and other universities across the nation repeatedly throughout the past several years, we are

Resolved, That the Faculty of the College of Liberal Arts at Purdue condemns these white supremacist and white nationalist flyers on our campus. These flyers send messages of hate to valued members of our community. We reject their rhetoric and the threats it implies.

Resolved, we stand together as an inclusive community that respects and values its religious, racial, ethnic, gender, ability, and LGBTQ diversity.
Appendix C:

Date: October 22, 2018
To: Nush Powell (ENG), Chair, College of Liberal Arts Senate
From: College of Liberal Arts Faculty Affairs Committee
Ken Ferraro (SOC), Chair, 2018-2019; Cheryl Cooky (SIS), Chair, 2017-2018;
Jan Cover (PHIL); Ben Lawton (SLC), Dan Morris (ENG); Whitney Walton
(HIST); Sigrid Zahner (VPA)
Re: Executive Summary: 2018 Survey of the CLA Dean’s Performance

The 2017-2018 Faculty Affairs Committee developed a brief Qualtrics survey to assess Dean
Reingold’s performance as the Justin S. Morrill Dean of the College of Liberal Arts. Data were
collected anonymously from 214 respondents during March 2018; 68% of respondents were
CLA faculty members, followed by staff (15%), administrators (9%), and graduate students
(8%). Most questions were designed to solicit open-ended (textual) responses. To facilitate
participation, the survey did not ask for departmental affiliation.

After the data were collected, the Dean invited Adedayo Adeniyi, Director of Leadership and
Organizational Development, to consult with the Faculty Affairs Committee on the analysis and
interpretation of the data pertaining to leadership principles and action steps.

Survey Findings

Responses to the fixed-response overall rating question revealed diverse views of the Dean’s
recent performance (i.e., How would you describe the Dean’s performance during the past
year?). More than a third of the respondents evaluated his performance as excellent or
outstanding, but nearly 29% evaluated his performance as poor (most frequent response among
faculty).

In response to the question probing the “Dean’s most meaningful accomplishments” the
responses also varied widely. There was considerable praise for the Dean’s efforts to (1) direct
resources to faculty and graduate students (e.g., ASPIRE and PROMISE); (2) raise graduate
assistant salaries; (3) enhance CLA’s reputation across campus; (4) restructure/reorganize CLA
(e.g., Career Center, Job Ready); (5) promote curricular innovation (e.g., Degree in 3,
Cornerstone); (6) promote diversity; and (7) set a hopeful tone (reinvigorate CLA).

The survey also solicited suggestions for one or more opportunities for the Dean to improve his
performance. Recurrent responses included opportunities to: (1) clarify the reasons
(motivation) and data analysis that led to actions or policies; (2) communicate effectively with
the faculty, especially those with low or declining morale, with respect to the Dean’s vision for
CLA; (3) revisit or better explain decisions regarding interdepartmental treatment of units (i.e.,
perceived unfairness); (4) spend more time in meetings listening to faculty; (5) improve staff
management and personnel relations; (6) prioritize work-life balance because the growing self-service bureaucracy makes faculty less efficient; (7) further diversify the racial and ethnic composition of the College.

Committee Recommendations for the Dean’s Consideration

1. Seek ways to engage faculty to champion and lead college strategic initiatives. Seek ways to better understand faculty needs and wants and act in a fashion that builds and unites the college in a manner that improves morale while acknowledging the diversity of departments and units in the college.

2. Establish long term strategic goals including topics such as (a) cultivating faculty excellence in all units, (b) student recruitment, enrollment, and professional development, (c) the distinctive value of a liberal arts education, and (d) enhanced extramural and intramural resources for research and creative endeavor. When communicating strategic information, customize the information to align with department-level faculty concerns.

3. Seek ways to incorporate faculty goals into the college strategy and reinforce the fact that you have responded to their feedback.

4. Establish and cultivate ongoing methods for effective communication including (but not limited to) measuring faculty support for college-wide initiatives and actively responding to their advice and input.

5. Champion work-life balance within the University so that faculty can devote more of their time to excellence in discovery and learning—and less to website compliance to monitor such tasks and business operations. Call for greater attention to the electronic burden (formerly, paperwork) within Purdue’s self-service bureaucracy.

Dean’s Response to Committee Recommendations

Working with Adedayo Adeniyi, Director of Leadership and Organizational Development, Human Resources, Dean Reingold formulated several high-level goals in response to the FAC recommendations. He organized the goals in three groups as outlined in the attached document.

Attachment: Dean Reingold’s Action Steps to the CLA-FAC Survey

cc: Dean Reingold, Justin S. Morrill Dean of the College of Liberal Arts 2018-2019 CLA Faculty Affairs Committee
Dean Reingold’s Action Steps to the CLA-FAC Survey
College of Liberal Arts, Purdue University
October 1, 2018

Group 1: Faculty involvement in strategic planning
- Establish long-term strategic goals including faculty-relevant topics such as faculty lines, student needs beyond financial, grant and funding sources and other important planning items and scale information to the departmental level. When communicating strategic information, customize the information to align with department level faculty concerns.
- Seek ways to engage faculty to champion and lead college strategic initiatives. Understand more clearly faculty wants and needs and act in a fashion that builds and unites the college in a manner that improves morale yet acknowledging the vast diversity of departments and units in the college.

High-level Goals
1. Work with the CLA/FAC to build faculty representation and engagement in college level strategic initiatives.
2. Establish ongoing dialogue with faculty.

Group 2: Faculty communications and engagement
- Establish and cultivate ongoing methods for effective communication including (but not limited to) measuring faculty support for college-wide initiatives and actively respond to their advice and input.
- Seek ways to incorporate faculty goals into the college strategy and reinforce the fact that you have responded to their feedback.

High-level Goals
1. Develop a mechanism to collect, organize, and track progress towards faculty and student academic priorities.
2. Assess and ensure the effectiveness of faculty communication loops.

Group 3: Leadership Development
- Provide coaching and mentorship to college leadership.

High-level Goals
1. Communicate CLA’s review of administrative officers’ processes and schedule.
2. Solicit feedback from the FAC when updating the CLA leadership skill inventory.