

To: College of Engineering Faculty  
From: Arvind Raman, Senior Associate Dean of the Faculty, College of Engineering  
Date: March 26, 2018 *Arvind Raman*  
Subject: Family-friendly environment for faculty

Based on input from many faculty colleagues and conversations with representatives of faculty groups in support of a family-friendly faculty environment, I am happy to share with you the following initiatives and information:

1. The College of Engineering plans to pilot a program to support faculty members for child/dependent care costs above and beyond normal care expenses when traveling to attend professional academic events (e.g., conferences, invited talks, meetings with research sponsors). We are working with the Provost's and Treasurer's offices to pilot a childcare travel expense fund program for professional travel incurred in FY19 (July 1, 2018 – June 30, 2019). Program details will be announced soon.
2. To support our faculty members who are navigating external events (including birth/adoption of a child, unexpected illness, caring for a sick or elderly relative and other events), the [College of Engineering Faculty Affairs Committee](#) will review and provide a set of recommendations to improve the transparency and use of the [Flexible Workload Assignment for Faculty Responding to External Events](#) process. The committee will begin the review this semester seeking input from faculty members and school/division heads, as well as benchmarking similar processes at peer institutions.
3. We would like to strongly encourage the Purdue College of Engineering's longstanding practice that formal Purdue University business related meetings be held during normal business hours allowing faculty to attend to personal responsibilities such as child/dependent care.

We firmly believe that a family friendly environment for faculty is critical for their success. If you have any questions, please feel free to contact me at [raman@purdue.edu](mailto:raman@purdue.edu).