



# NEWS & NOTES

February 5, 2021

This newsletter contains a brief summary of the proceedings of the Faculty Senate Meeting held on **February 5, 2021**. As a reminder, faculty can view the full details of Senate meetings by reviewing the minutes found on the Faculty Senate Website. [facultysenate.lehigh.edu/meeting-minutes](http://facultysenate.lehigh.edu/meeting-minutes)

## ***Discussion of Faculty Code of Ethics (COE)***

Issues of harassment go to Karen Salvemini. Other activities do not rise to the level of illegality or harassment, but do damage campus climate, especially with respect to issues of diversity and inclusion. The goal is to outline faculty values to help guide institutional responses to various events for people in authority, including chairs. It is intended to guide interpersonal treatment between members of our academic community. The goal is to craft a code of ethics to boost academic freedom, rather than conflict with it.

The updated draft of the COE removes any language about faculty dismissal. It addresses violations of the code, and provides for suspension of faculty only for repeated violations of the code (as judged by the department), with no credible attempt to engage with the complaints or to work towards a resolution in good faith.

There were a variety of questions about procedural steps outlined in the COE, regarding how investigations are opened, who has the right to approve or dismiss an initial report to initiate an investigation, whether the penalty of suspension without pay is an appropriate sanction, especially with questions about the length of investigations, how the code interacts with academic freedom, and how rapidly we want to move ahead with the COE (how much we need to specify before passing it, vs how much is appropriate to leave for later revision).

## ***Second Readings***

### **Faculty Ranks Proposal**

Much discussion regarding a new edit to allow faculty of each College to vote and change the 23% ceiling on PoPs. There was debate about why we want to limit the number of PoPs, and whether that limit should be at the university level or the college level.

Voted on and passed the Senate. Next step will be to send to the full faculty for a vote.

### **Title IX changes to R&P regarding appeals provisions**

R&P 1.3.2.3 Faculty Personnel Committee

R&P 2.2.1.6 Appeals

R&P 2.3 Appeals Concerning Alleged Arbitrary or Capricious Action

Changes to R&P to handle cases of conflicts of interest in appeals in the sections involved. Voted and passed.

### ***First Readings***

#### **R&P 1.3.2.2 - GRC Ex Officio Members**

Michelle LeMaster, Department of History presented the proposed changes. Proposal to specify that ex officio members are non-voting members. No comments on first reading.

### ***New Business***

Anyone interested in learning more about the Lehigh Valley Climate Action plan or incorporating it into their teaching or research should contact Al Wurth for information.

Question raised about the number of Lehigh faculty who have been vaccinated. Unclear what the prospects are.



**Upcoming Faculty Senate Meeting Dates for Spring 2021:**  
Friday, March 5, 2021 • Friday, April 2, 2021 • Friday, May 7, 2021