

If you have questions, please contact K. Sivakumar (“Siva”) (kasg@lehigh.edu).

**MEETING OF THE LEHIGH UNIVERSITY FACULTY SENATE**

Minutes of the Meeting held on March 6, 2026, at 1:10 pm

STEPS 290 and Via Zoom

**Do the Minutes include approved R&P Changes? ~~Yes~~/No**  
**Do the Minutes include items ready for a vote of the entire Lehigh Faculty? ~~Yes~~/No**  
**Are there items requiring Board of Trustees approval? – ~~Yes~~/No**

The roster of senators present at the meeting is listed in Appendix 1.

[Appendix 1 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

**1. Minutes of the Prior Faculty Senate Meeting**

The minutes of the 02/06/2026 Senate Meeting were included in the consent calendar. The minutes were deemed approved since no request was made to discuss them separately.

The approved minutes are available at <https://facultysenate.lehigh.edu/meeting-minutes>.

**2. Consent Calendar:**

**First Readings R&P 2.2.4.2, 2.2.6.5, 2.2.9.5, 2.2.6.11, 2.2.9.11, 2.4, 2.12.1, 2.13, 2.14 R&P 3.20.1**

Since there was no request to consider any item separately, these will come up for a second reading at the next meeting.

**3. Changes to the Lehigh Faculty Senate Bylaws**

The proposed changes were moved, seconded, put to a vote, and approved.

The details are available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Copy%20of%20FS%20BYL%20AWS%20-%20proposed%201.1%20Feb26%20-%20Google%20Docs.pdf>

#### **4. First Reading:**

##### **R&P 2.2.8.2 Ninth-Year Promotion Review for Tenured Associate Professors**

The proposal was moved and seconded. There were no comments. This will come up for a second reading at the next meeting.

#### **5. First Reading:**

##### **R&P 2.2.4.1, 2.2.4.3 (Faculty Review) Untenured Faculty, Annual Review (new)**

The proposal was moved and seconded. The following were the salient points discussed.

- First-year feedback is very useful for making adjustments early in faculty careers. [Professors Angela Hicks and Will Lowry]
- Departments should have the option to conduct a first-year review based on individual circumstances, since there may not be enough information for a proper review, and doing so may involve unnecessary work, especially in departments with a large number of tenured faculty members. [Professor Mike Spear; supported by Professors Anders Knospe and Will Lowry]
- First-year reviews are also useful for department colleagues to hear from each other and develop shared expectations for new faculty members. [Professor Jenna Lay]
- The Provost's Office is only involved in process management of annual reviews; it does not have any substantive role. [Deputy Provost for Faculty Affairs Larry Snyder]
- Some standardization is helpful. If too many opt-in/out choices are available, it affects the consistency principle of faculty reviews. [Provost Nathan Urban]
- Why not limit the first-year review to only teaching (valuable if there are problems in teaching)?
- The benefits of an annual review in the first year outweigh the inconvenience for the tenured faculty. [Professor Ozias Moore]
- The review could be limited to the department chair. [Professor Maryam Rahnemoonfar]

- Deputy Provost for Faculty Affairs Larry Snyder offered to prepare a revised version to incorporate feedback.

## **6. First Reading:**

### **R&P 2.15 Limits on Term (Non-tenure track) Faculty**

The proposal was moved and seconded. Professor Peter Zeitler provided an update. The following were the salient points made during the discussion.

- The proposal focuses only on term faculty, not on adjuncts. [Professor Peter Zeitler]
- Exact data on faculty composition from other universities is difficult to obtain. [Professor Peter Zeitler]
- Some flexibility in the number of term faculty will help the administration to achieve our overall educational and research objectives. [Provost Nathan Urban]
- We should view this proposal in light of Lehigh's aspirations for research and for increasing faculty opportunities to buy out courses. [Professor Tom McAndrew]
- The role of adjuncts needs a separate and careful examination since too many adjuncts teaching our undergraduates may not be welcomed by students' parents. [Professors Angela Hicks, Anders Knospe, Mike Spear, and Al Wurth]
- Different universities use different models for the employment of adjunct faculty. The current proposal does not address the number of adjunct faculty. [Provost Nathan Urban]
- According to one chair whose department is now 40% term faculty, Lehigh's teacher-scholar model is in danger of changing with large numbers of term faculty. [Professor Jenna Lay]
- Given that many teaching faculty are here long-term, often paid less than tenure track faculty, and have a heavier teaching load, we should consider recognizing the role of term faculty more formally (especially since they do not have the academic freedom granted by tenure). [Professor Peter Zeitler]
- Many term faculty stay at Lehigh longer than tenure track faculty. [Provost Nathan Urban]
- The proportion of tenure track faculty leaving Lehigh is higher than the proportion of term faculty leaving Lehigh. [Deputy Provost for Faculty Affairs Larry Snyder in response to Professor Jenna Lay]

- Increasing term faculty will also adversely affect our goal of integrating teaching and research in our classrooms. [Professor Mike Spear]
- We need to have a wider conversation about the role of term faculty because (1) term faculty help reduce the teaching load of tenure track faculty so the latter can focus on research, and (2) many term faculty do have a doctoral degree and research training but accept a term faculty role to increase their flexibility. [Professor Ozias Moore]
- Some term faculty also produce research. [Professor Hyunok Choi]
- Term faculty are not compensated for their research output. [Professor Peter Zeitler]

## **7. First Reading:**

### **R&P 3.XX Graduate Certificates**

The proposal was moved and seconded. In response to Professor Anders Knospe, Professor Jenna Lay noted that some modifications in the language will be made in consultation with the Registrar and the Deputy Provost for Graduate Education before the proposal comes up for a second reading.

## **8. Proposed Updates to Lehigh's Harassment and Nondiscrimination Policy**

Provost Nathan Urban, General Counsel Matt Lahey, and Interim Equal Opportunity & Compliance Coordinator/Title IX Coordinator Kayleigh Baker participated in providing an update and answering faculty questions. The following were the salient points made during the discussion.

- Federal guidelines and Pennsylvania state law drive the revisions. [Provost Nathan Urban]
- There are pros and cons related to giving specific examples in any policy document. Specific examples in footnotes in the current policy are provided to help the reader understand which behaviors are or are not specifically prohibited under the proposed policy, and are not intended to include/exclude certain behaviors from other policies/rules or to condone any behavior. For example, certain behaviors will not violate Title IX but can be addressed under other forms of harassment. [General Counsel Matt Lahey, in response to the concerns of Professors Angela Hicks and Haiyan Jia that specific examples given in footnotes may create confusion, draw undue attention to one specific type of behavior, or imply that certain behaviors are condoned]

- Specifically mentioning athletics in the context of certain behaviors may create confusion about similar behavior in other sections of the university. [Professor Jenna Lay]
- There is no attempt in this round to change the name of the policy. [Provost Nathan Urban, in response to Professor Al Wurth’s question about the title of the policy itself]
- The entire Lehigh faculty will vote on this policy. The Office of Institutional Data will organize this vote. The result of the faculty vote is not binding on the Board of Trustees. [Provost Nathan Urban in response to Professor Anderse Knospe]
- The General Counsel's Office will oversee the faculty vote. [Professor Peter Zeitler]
- There must be a proper plan to inform the campus about the policy details. [Professors Jenna Lay and Mike Spear]
- Faculty vote is a way to keep faculty informed; similarly, the Office of Student Affairs will keep students informed. [Provost Nathan Urban]
- There is time pressure to complete this due to legal compliance issues. [Provost Nathan Urban and General Counsel Matt Lahey]
- The current proposal is not an attempt to entirely rewrite the policy but is primarily limited to addressing the necessary changes to ensure Lehigh is compliant with the law. [General Counsel Matt Lahey and Interim Equal Opportunity & Compliance Coordinator/Title IX Coordinator Kayleigh Baker]
- Language related to religious beliefs [Professor Mike Spear] and gender identity [Professor Anders Knospe] must be carefully worded to be effective.

Respectfully submitted by

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 Arthur Tauck Chair and Professor of Marketing  
**Secretary of the Faculty**