

MEETING OF THE LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on April 5, 2024, at 1:10 pm

BIB 221 and Via Zoom

Do the Minutes include R&P Changes? Yes/No
Do they require a vote of the entire Lehigh Faculty? Yes/No
Do they require Board of Trustees approval? – Yes/No

The roster of senators present for the meeting appears in Appendix 1.

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

1. Minutes of the Prior Faculty Senate Meeting

Professor Frank Gunter called for any corrections to the minutes of the combined Faculty Senate and the Lehigh University Faculty meeting of 03/01/2024. A motion to approve the meeting minutes was made and seconded. The Senate unanimously approved the minutes.

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

2. May 2024 Graduation Motions

The graduation motions were moved, seconded, and passed. They are given in Appendix 2.

[Appendix 2 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

2. Senate Chairperson’s Remarks

Professor Frank Gunter provided an update. The following were the salient points made. Unless otherwise specified, the points were made by Professor Frank Gunter.

- Lehigh University Annual Faculty Meeting will be held from 1:10-3:00 on May 3, 2024, in Maginnes 102 (combined meeting with the Faculty Senate). Topics for discussion: (1) Free expression and (2) Using statements on contributions to an inclusive and equitable community infaculty hiring.

- The Faculty Senate Retreat for new and current senators will be on May 6, 2024. 12-4.
- Feedback on Senate topics for next year, staffing the Senate Subcommittees, and the election of the Senate Vice Chair will need to be accomplished before July 1, 2024. [Professor Peter Zeitler]
- Faculty are encouraged to attend graduate and undergraduate commencement ceremonies on May 18, 2024, and May 19, 2024, respectively.
- The Senate Executive Committee is rethinking the relationship between the Educational Policy Committee and the Graduate and Research Committee on the one hand and the Faculty Senate on the other.

3. Admissions

Provost Nathan Urban and Vice Provost for Admissions Dan Warner provided an update.

The slides are available in Appendix 3.

[Appendix 3 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

The following were the salient points made during the discussion.

- The tuition discount rate is growing and currently stands at 40%. [Provost Nathan Urban]
- Every student application is read by admissions staff before committee review; questionable cases are further discussed before a decision is made. [Vice Provost Dan Warner]
- There is some correlation between first-year student performance and SAT scores, but SAT scores above 1300 are poor predictors of student performance. [Provost Nathan Urban]
- Higher SAT scores cannot predict academic performance because of grade inflation. [Professor Dinissa Duvanova]
- SAT scores predict only first-year student performance. [Vice Provost Dan Warner in response to Professor Mayuresh Kothare's comment that graduation GPA is a better measure than first-year GPA due to disruption for students moving to a new place]

- Since submission of the SAT score was optional, there is a possibility for self-selection bias in the correlation data. [Professor Beibei Dong; Provost Nathan Urban concurred]
- The correlation between SAT scores and first-year performance is not different across colleges. [Provost Nathan Urban in response to Professor Frank Gunter’s point that different colleges have different grading distributions]
- Students obtaining a low grade is not the most common reason for students leaving Lehigh [Provost Nathan Urban in response to Professor Dinissa Duvanova, who noted that we should look at other factors beyond grades]
- High School GPA is a messy indicator due to differences across schools. [Provost Nathan Urban]
- Print is an expensive medium to reach potential students; email communication is used to reach potential applicants based on data obtained from a predictive modeling company. The list is based on the SAT score, geographic segmentation, and other factors [Vice Provost Dan Warner in response to Professor Beibei Dong]
- Admit rates differ across colleges. [Provost Nathan Urban in response to Professor Peter Zeitler]
- Analyzing the data of graduating students who started at Lehigh after COVID-19 to compare with prior graduates is not perfect for studying the impact of non-submission of SAT scores because there are differences in education effectiveness across high schools during COVID-19. [Vice Provost Dan Warner in response to Professor Dinissa Duvanova]
- We should consider conducting sessions related to study skills and college experience as intervention strategies during the summer before students start at Lehigh. [Professor Nancy Carlisle]

4. First/Initial Readings (Posted on Consent Calendar)

1. R&P 1.3.2.1: Educational Policy Committee (Revision to Ed Pol Membership)

This item Does not require a vote of university faculty but must be submitted to BOT for final approval (R&P 1.2.6, para. 1)

2. R&P 3.1.4.2: Undergraduate Leave of Absence

Section 3 changes do not require a vote by university faculty or BoT. (R&P 1.2.6, para. 4)

3. R&P 3.14.5.1: Apprentice Teaching

4. R&P 3.15.1: Summer Session

5. R&P 3.15.2: Winter Intercession

These are available at
<https://facultysenate.lehigh.edu/consent-calendar>

Professor Frank Gunter asked if anyone would like to pull any item from the consent calendar to discuss at the meeting.

Professor Nobuko Yamasaki initiated a discussion on **R&P 3.14.5.1: Apprentice Teaching**. Several colleagues commented on the responsibilities of apprentice teachers (ATs hereafter). The discussion focused on the desirability or not of undergraduates grading other undergraduates (Professors Kelly Austin, Frank Gunter, Ed Gomez, John Hughes), the need to distinguish between AT and Teaching Assistants (TAs) (Professor Nobuko Yamasaki), the advantage of using senior undergraduate students to grade the work of other undergraduate students (Professors Mayuresh Kothare and Mike Spear), the need for clarifying the roles per memoranda of understanding (MOU) signed between the AT and the department/instructor (Professors Kelly Austin), the impact on some departments such as Mathematics using ATs extensively (Professor Angela Hicks), and need for clarifying the issue when ATs are being used by Teaching Professors (as opposed to tenure track faculty) (Professor Nobuko Yamasaki).

Given the diverse issues raised, this item was pulled from the consent calendar. Revisions will be made and brought back to the Senate for further consideration.

There was no discussion on the other consent calendar items.

All the items will come up for a second reading at the next meeting.

5. Discussion of “Statements on Contributions to an Equitable and Inclusive Community in Faculty Hiring”

Professor Will Lowry initiated a discussion on the proposal. The Inclusive Community subcommittee is seeking feedback on the proposal. The proposal is available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Statements%20on%20Contributions%20to%20an%20Equitable%20%26%20Inclusive%20Community%20in%20Faculty%20Hiring%20%282%29.pdf>

The following were the salient points made during the discussion.

- Individual colleges should decide what is important to include in the statement. [Professor Frank Gunter]
- Senators are requested to get feedback from their respective colleges and bring it to the combined Senate and Faculty meeting in May 2024. [Professor Grace Caskie]
- A recent article in the Chronicle of Higher Education says that diversity statements are becoming political litmus tests and can be discriminatory. [Professor Dinissa Duvanova]
- There is a need for the statements to be actionable rather than presenting platitudes. [Professor Will Lowry]
- Focusing on issues related to equity and community does not require a political orientation. [Professor Nancy Carlisle]
- Equity and community issues could be controversial. [Professor Frank Gunter]
- Diversity matters can be contested; ultimately, the majority will come up with the evaluation criteria for these statements, forcing people to reveal their political views. [Professor Kevin Narizny]
- The resolution is carrying out priorities and action items related to equity and community within the university's strategic plan. [Professor Will Lowry]
- Faculty members are requested to come to the 05/03/2024 Senate/Faculty meeting to offer their thoughts.

Respectfully submitted by

A handwritten signature in black ink that reads "Siva" with a horizontal line underneath it.

K. Sivakumar ("Siva")
Arthur Tauck Chair and Professor of Marketing
Secretary of the Faculty