Approved on 10/02/2026

MEETING OF THE LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on September 4, 2026, at 1:10 pm

CUC 375 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

Appendix 1 lists the roster of senators present at the meeting.

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

1. Minutes of the Prior Faculty Senate Meeting

The minutes of the 05/01/2026 Senate Meeting were included in the consent calendar. The minutes were approved, as no one requested to discuss them separately.

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

2. Discussion: Anti-Discrimination Working Group, committee recommendations

Vice President (Student Affairs) Katherine Lavinder, Vice President for Equity and Community Donald Outing, and Provost Nathan Urban provided an update, including the plan to form a Community Impact Committee. The following were the key points from the discussion.

- The reasons for forming another committee are (1) to ensure that the sanctions imposed are done after careful deliberation; (2) the current Council for Equity and Community (CEC) is not functioning; and (3) existing members of the CEC will form the new committee. [Vice President Katherine Lavinder and Professor Jenna Lay in response to Professor Khurram Hussain]

- Lehigh is focused on actions we can take to reduce incidents of discrimination and create a positive effect, and implementing these actions need not wait for a detailed

analysis. [Provost Nathan Urban in response to Professor Seth Moglen's question about systematic cultural aspects causing events of discrimination]

- Provost's office will follow up to work with faculty members with expertise in this domain. [Provost Nathan Urban in response to Professor Jenna Lay]

- The number of Incidents at Lehigh does not exceed such norms in other universities. [Vice President Donald Outing in response to Professor Angela Hicks]

- Lehigh has mechanisms to collect information about various incidents of discrimination. Open forums will also be available so students not affiliated with specific groups can share their concerns. [Vice President Donald Outing in response to Professor Amirtaha Taebi]

- The Lehigh administration is open to using additional communication channels to reach the campus community, provide updates, and gather suggestions. [Provost Nathan Urban in response to Professor Filippo Casati]

- We must be careful not to lose our tax-exempt status. [Professor Nandu Nayar; Provost Nathan Urban agreed that losing tax-exempt status will indeed create several financial problems for Lehigh]

- We do not want to sacrifice our response to students; at the same time, we comply with all federal and state government regulations. [General Counsel Matt Lahey]

- We are working with the General Counsel to ensure our student scholarship selection procedures comply with the law. [Vice President Donald Outing in response to Professor Jenna Lay]

- Lehigh is doing its best to navigate the landscape carefully. [Provost Nathan Urban in response to Professors Anders Knospe and Chris Liang who noted that the federal government guidelines go beyond what the Supreme Court said and we should challenge those guidelines rather than simply comply with them]

3. Discussion: Anti-Discrimination Working Group, Chicago Principles

Vice President (Communications and Public Affairs) Brett Ludwig provided an update on plans to communicate more broadly with the campus community on the relationship between the Chicago Principles and the Principles of our Equitable Community (joined by Provost Nathan Urban and General Counsel Matt Lahey during the discussion). The following were the salient points from the discussion.

- Some tension exists between the Principles of Equitable Community and the Chicago Principles, but they are not necessarily in conflict. Several meetings with students and faculty will be held to discuss and resolve these tensions. [Provost Nathan Urban and General Counsel Matt Lahey]

- Both the Principles of Equitable Community and the Chicago Principles are useful in achieving the core mission of universities; it is not important to discuss which is more important – specific situations will need careful navigation. [Provost Nathan Urban and General Counsel Matt Lahey in response to Khurram Hussain's comment that academic freedom and search for truth should be considered as more important than these two documents]

- There is no need to choose between the two documents, but we need to interpret them carefully considering the University's mission. [Professor Filippo Casati]

4. First Reading: R&P 1.3.4.1 (and associated sections): Arts and Libraries Faculty Committee

The item was moved and seconded. Details are available at

https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/R%26P%20Changes%20related%20to%20recent%20reorganization%20(Arts%20and%20Libraries).docx%20-%20Google%20Docs_0.pdf

There was no discussion. This will come up for a second reading at the next meeting.

5. First Reading: R&P 3.1.7, 3.21.8, 3.21.9: Normal Academic Progress

The item was moved and seconded. Details are available at

https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/New%20R%26P%20Language_%20Normal%20Academic%20Progress%20(3.1.7%3B%203.21.8%3B%203.21.9)%20-%20Google%20Docs.pdf

Deputy Provost of Graduate Education Sabrina Jedlicka provided some background information and explained the changes.

During the discussion, the group identified several issues that needed clarification or more detailed explanation. These include clarifying the meaning of reduced academic load (Sera Cremonini), full-time status (Professors Chris Liang and Rosi Reed), the appeal process for extensions (Professor Joseph Amodei), the unique cases of doctoral students (Professors Subhrajit Bhattacharya, Khurram Hussain, and Jenna Lay), online components of the program when delays in visa processing or funding occur (Professor LaToya Council), devising easy

procedures for certifying extensions (Professor Stephen Pessiki), and visibility of our internal documents to Federal Agencies (Professor Subhrajit Bhattacharya).

A revised version incorporating these suggestions will be available for the next meeting.

6. Discussion: Benefits Follow-Up from All-Faculty Meeting

Professor Jenna Lay presented a list of questions generated from prior discussions. The discussion raised several points. These include the need to recognize that faculty are routinely asked to do significantly more than in a previous year, but compensation (salary) does not increase accordingly (or even enough to track with inflation) (Professor Mike Spear), the need for more transparency and faculty involvement in the budgeting process (Professors Joseph Amodei Al Bodzin, Sera Cremonini, Angela Hicks, Khurram Hussain, Jenna Lay, Ke Yang), the need to look at the salary, which may be a bigger issue (Professors Subhrajit Bhattacharya, Sera Cremonini, Jenna Lay, and Rosi Reed), and the need to know if faculty are leaving for salary reasons (Professors Filippo Casati and Amirtaha Taebi).

7. AY 26-27 Faculty Senate Working Groups

Professor Jenna Lay requested that the working groups schedule their meetings so they can address the respective agenda items in a timely manner.

Respectfully submitted by



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