

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 October 3, 2025, at 1:10 pm

UC 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

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 09/05/2025 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. Memorial Resolution for Professor Emeritus Colleen Callahan

Professor Frank Gunter presented a Memorial Resolution for Professor Emeritus Colleen Callahan. The Senators observed a moment of silence. They approved the motion to include the resolution in the meeting minutes. The memorial resolution is available in Appendix 2.

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

3. Memorial Resolution for Professor Emeritus Jacob Kazakia

Professor Arindam Banerjee presented a Memorial Resolution for Professor Emeritus Jacob Kazakia. The Senators observed a moment of silence. They approved the motion to include the resolution in the meeting minutes. The memorial resolution is available in Appendix 3.

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

4. R&P 3.7.1 Quizzes and Exams (2nd reading)

The changes were moved and seconded.

Professor Frank Gunter asked why the semester has shrunk from 15 to 14 weeks, as many courses do not offer final exams. Professor Peter Zeitler noted that less than 45% of the courses schedule final exams. Professor Jenna Lay noted that even if some courses do not involve final exams, they still require work to be done during exam week before final submission.

The changes were put to a vote and passed. The approved wording is given below.

3.7 Quizzes and Examinations

3.7.1 General Conduct

Except as noted below, all examinations and quizzes worth more than 10% of the final grade are to be proctored by individuals designated by the course instructor. There shall be present in the room where the examination or quiz is held at least one proctor for every fifty students or fraction thereof.

The instructor may at their own discretion, give take home quizzes and examinations without proctoring, provided the students have been fully apprised of their responsibilities.

In all quizzes and examinations the students are arranged so that they are separated to the greatest extent possible in a given room.

If any student, at any quiz or examination, is found using or attempting to use any unauthorized book, paper or other article, or assistance from a fellow student, or any other unfair or unlawful means, such being intended to deceive the person in charge of the exercise with reference to their work, the student will be reported to the committee on discipline for action. Whoever willfully gives assistance will be considered as responsible as the person who receives it.

The possession at any given quiz or examination of any articles not authorized by the course instructor will be regarded as prima facie evidence of a violation of the University Code of Conduct.

Conversation or other communication between students in examinations and quizzes is forbidden.

Other than make-ups for missed quizzes/examinations, no quizzes or examinations totaling more than 5% of the final grade shall be given during the last five full class days of each semester except in those laboratory courses ineligible for final examinations. Papers, presentations, and other graded assignments totaling more than 5% of the final grade may be given during the last five days of classes.

5. Lehigh Adoption of the Chicago Principles

Vice President for Communications and Public Affairs Brett Ludwig and General Counsel Matt Lahey provided an update.

The associated documents are available at
<https://facultysenate.lehigh.edu/meeting-documents>

Vice President Brett Ludwig explained that, since the faculty were most concerned about the last sentence in the proposed preamble, it was shortened in the proposal, and the new proposal was updated on the Senate website the day before the meeting. He requested that the Faculty Senate endorse the preamble along with the Chicago Principles. The following were the salient points made during the discussion.

- Chicago Principles are not policies; faculty should still follow R&P. [General Counsel Matt Lahey in response to Professor Frank Gunter about the silence of Chicago Principles on whether faculty can speak for the University]
- There is a need to address different forms of free speech, including protests. [Professor Haiyan Jia]
- While the preamble may not be perfect, senators should use their best judgment and vote for or against it. [Professor Peter Zeitler]
- If the Chicago Principles and the preamble are ratified by the Faculty Senate and Lehigh's Board of Trustees (BOT), a thoughtful process will be designed to introduce them to various university communities. [Vice President Brett Ludwig]
- The website will include a PDF of the current version of the Chicago Principles to underscore that the adopted version is the current one, not future changes to the Chicago Principles. [Vice President Brett Ludwig and General Counsel Matt Lahey, in response to Professor Will Lowry]

- The Chicago Principles document is consistent with constitutional law. [General Counsel Matt Lahey, in response to Professor Seth Moglen’s point that adoption of the Chicago Principles should not result in the disruption of ordinary activities, including protests at Lehigh, and that we are seeing more police presence at Lehigh events]
- The decision to adopt the Chicago Principles and the development of the preamble have been very deliberate at Lehigh, following extensive consultations with various groups. [Vice President Brett Ludwig]
- It is not clear if the standards of freedom of speech are different for different people (e.g., people of color). [Professor Hyunok Choi]
- Given the last-minute changes, there was inadequate time for Faculty senators to consult with faculty members. There should not be a faculty senate vote under hurried circumstances. [Professors Frank Gunter, Angela Hicks, Haiyan Jia, Anders Knospe, and Will Lowry]
- Before the vote, the final version, along with the rationale for adoption, should be communicated to the faculty senators. [Professors Jim Gilchrist, Angela Hicks, Will Lowry, and Tom McAndrew]
- Electronic voting is feasible for the vote if the Faculty Senate approves such voting. [Professors Jenna Lay and Doug Mahony]
- This is not an R&P change; so, there is no need to seek a vote of the entire Lehigh faculty. [Professor Jenna Lay, in response to Professor Al Wurth’s suggestion that the entire Lehigh faculty should vote on this motion]
- Adopting the Chicago Principles and publicizing the same helps to overtly articulate our position on academic freedom. [Vice President Brett Ludwig and Professor Vassie Ware]

Professor Angela Hicks made the following motion: “The Faculty Senate will initiate a vote electronically on Friday, October 10 (deadline to vote Monday, October 13) on the matter of adoption of the Chicago Principles and preamble.”

The motion was seconded, put to a vote, and approved.

Follow-Up Note by the Secretary of the Faculty: The specific question for the electronic vote administered by Lehigh’s Faculty Senate during October 10-13, 2025, was “The Lehigh Faculty Senate endorses the adoption of the Chicago Principles, including the Lehigh preamble to said principles.” The vote was 23 in favor of endorsement, 3 against, one abstention, and one senator not voting.

6. Future Ready Project Update

Vice President of Finance and Administration Chris Cook and Chief Technology Officer Ilena Key provided an update. The slides are available at

https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Future%20Ready%20Project-%20Faculty%20Senate-%2010_03_2025.pdf

Suggestions related to streamlining of PINs for priority registration [Professor Will Lowry], the need to reduce bottlenecks for faculty access and use [Professor Mike Spear], the need for faculty/staff/student representation in the deliberations [Professor Mike Spear], increased visibility better navigation tools for student details available on banner for faculty [Professor Angela Hicks], need for PINs for a student to be available at a single location on the website [Professor Will Lowry], the need for making the system intuitive, integrated, and flexible [Professor Mike Spear], and the need for a central place for faculty to provide feedback [Professor Jenna Lay] were made.

7. Non-medical Benefits Update

Vice President for Finance and Administration Chris Cook provided an update. The slides are available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/FS%20Benefits%20Working%20Group%2010.3%20.pdf>

A brief discussion followed. The following points were made during the brief discussion: (1) cost management is not the primary objective of this exercise; deliberately made as a fourth charge to the group [Vice President Chris Cook in response to Professor Anders Knospe's comment on the importance of cost reduction as an objective]; (2) All four objectives are important to the working group [Professor Shamim Pakzad]; and (3) there is no inclination on the part of the working group to make any changes to the retirement matching contributions [Professor Shamim Pakzad]; (4) the need to consider sabbatical cost as different from other benefit costs [Professor Mike Spear]; and (5) the need to consider comparison per capita expenditure in peer schools rather than total expenditure to account for the number of employees [Professor Subhrajit Bhattacharya].

Professor Jenna Lay noted that a more detailed discussion would take place at a future Faculty Senate Meeting.

Respectfully submitted by

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