

**MEETING OF THE LEHIGH UNIVERSITY FACULTY SENATE**

Minutes of the Meeting held on **November 3, 2023, at 1:10 pm**

EWFM 520 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. Memorial Resolution for Professor Emeritus Ned Heindel (College of Arts & Sciences)**

Professor Jim Roberts presented a Memorial Resolution for Professor Emeritus Ned Heindel. 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>]

**2. 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 10/06/2023**. 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>.

**3. Amendment of Previously Adopted Measure: R&P 1.2.3.1 Chairperson of the Senate**

The motion was made and seconded. The details are available at <https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Proposed%20Revisions%20to%20R%26P%201.2.3.1%20Chairperson%20of%20the%20Senate%2028Oct23.pdf>

Professor Peter Zeitler noted that the amendments aimed to clarify the election date and eligibility for nominations for the Vice Chair Position and to increase the pool of nominations. The amendment was approved. This will now go to the entire Lehigh faculty for approval, after which the Board of Trustees' Approval will be sought.

The Approved Wording is given below.

***R&P 1.2.3.1 Chairperson of the Senate***

***The Chairperson of the Senate - as the senior representative of the faculty and the leader of the faculty component of the University governance system - shall be a Tenured Associate or Full Professor and a current member of the senate. The Chairperson will serve a two-year term with the possibility of a single two-year extension in the case of extraordinary circumstances such as absence of a Vice Chairperson. The Chairperson will notify the Executive Committee requesting an extension at least two weeks before the final Senate meeting of the academic year. An extension for the Chairperson requires a majority vote of the Senate. Except in the extraordinary circumstances discussed below, the Vice Chairperson will be elected at the final Senate meeting of the academic year by a majority vote from of the current voting members of the Senate for a two-year term. To be elected as Vice Chairperson a faculty member must be a current member of the Senate or a Senator-elect.***

***If the Chairperson has reached the end of their term in office or the position of Chairperson is otherwise vacant, then the Vice-Chairperson will automatically become Chairperson of the Senate unless two-thirds of the Senate vote to block this automatic promotion. If the Senate votes to block this promotion or the position of Vice-Chairperson is vacant, the Senate will elect a new Chairperson and a new Vice Chairperson by a majority vote as soon as possible.***

***If at the end of their term as Vice-Chairperson, the current Chairperson has received an extension then the Vice-Chairperson will automatically serve an additional two year as Vice-Chairperson unless two-thirds of the Senate votes to block this extension. However, if a two-year extension of the Vice-Chairperson would result in them continuously serving more than eight years in the Senate then the Senate will elect a new Vice-Chairperson by a majority vote.***

**4. Senate Chairperson's Remarks**

Professor Frank Gunter provided an update on the following items.

- a. Changes to R&P sections 1 and 2, after approval by the faculty, will be sent to the Board of Trustees (BOT).

b. Lehigh is hiring a term faculty member to work jointly with Lehigh and Lafayette. The faculty member will split their time 50-50 between the two universities. Hiring term faculty is a college dean's decision, although department faculty members are involved in reappointing term faculty. The following were the salient points made during the ensuing discussion.

- Per R&P, the dean can unilaterally hire a term faculty and place them in any department. While not a desirable practice, it is allowed under R&P. An advertisement before hiring is not required. [Professor Frank Gunter in response to Professors Dinissa Duvanova and Mayuresh Kothare]
- The department has not been kept informed about this specific hiring. [Professor Lindsey Reuben]
- The Faculty Senate Leadership will raise the issue of the appointment and reappointment of term faculty with the Provost and General Counsel. [Professor Frank Gunter]
- The contract details for the joint faculty appointment with Lafayette have not been worked out. The faculty member will be a Lehigh employee, and all rules applicable to term faculty at Lehigh will apply. Ambiguities in the hiring of term faculty need to be further clarified. For example, there is no clarity in handling a situation in which Lafayette is not interested in continuing the arrangement. [Deputy Provost for Faculty Affairs Larry Snyder in response to Professors Frank Gunter and Angela Hicks]

## **5. Remarks by Student Senate Representative**

Mr. Kareem Hargrove, Student Senate's Bethlehem outreach committee chair, made a presentation. The following were the salient points discussed.

- There are inconsistencies in multiple sections of the same course. This is especially problematic for quantitative-oriented courses. These inconsistencies include the use of different textbooks and the availability of tutoring. [Mr. Kareem Hargrove]
- The differences and their rationale are not communicated to students in different sections. [Mr. Kareem Hargrove in response to Professor Frank Gunter]
- In some departments, such as Marketing, multiple-section courses are coordinated with a common syllabus, textbook, pattern of exams and assignments, and grading approaches. [Professor K. Sivakumar]
- The best approach is for the students to contact the chairperson of the concerned department in individual cases. [Professors Angela Hicks and Kristi Morin]

- Although the course description is the same, different faculty members teaching different sections may handle the course differently based on their expertise. [Professor Will Lowry]
- When faculty use different textbooks and assignments for different sections of the same course, it becomes difficult for tutoring and other means of helping students. [Professor Al Wurth]
- The faculty senate can formulate general policies for multi-section courses, primarily related to communicating course details before student registration. [Professors Frank Gunter, Angela Hicks, Kristi Morin, and Peter Zeitler]
- As Lehigh encourages increased experiential learning opportunities, equity issues should be considered across students with different backgrounds. Some career paths are not linear, and some students may need additional help. [Mr. Kareem Hargrove]

## **6. Report by Faculty Senate Subcommittees**

Representatives from the various faculty senate subcommittees provided updates. Salient points from the updates are listed below.

### Issues to be considered by the Budget and Finance (BF) Subcommittee [Professor Frank Gunter]

- Integrating the faculty senate in the university budgeting process before making decisions.

### Issues to be considered by the Faculty Affairs (FA) Subcommittee [Professor Dinissa Duvanova]

- Rotating chairs for the subcommittee
- Ways of providing faculty input for university polities
- Reviewing of current promotion and tenure procedures
- Awarding of emeritus status – seeking additional information from the Faculty Personnel Committee, Deputy Provost for Faculty Affairs, and the General Counsel
- Faculty compensation and cost-of-living adjustments
- Joint faculty appointment with Lafayette – clarifying R&P

### Issues to be considered by the Academic and Student Affairs (ASA) Subcommittee [Professor Lindsey Reuben]

- Stress experienced by undergraduate students
- Salary and health benefits of graduate students
- Grading variations across colleges

During the follow-up discussion, the following points were raised:

- Raising graduate student salaries puts pressure on grant applications; we should try to reduce overhead costs. [Professor Clay Naito; Professors Dinissa Duvanova and Ethan Van Norman concurred]
- Graduate students' health concerns and ability to take leaves of absence without undue financial burden should be considered. [Professor Kristi Morin]
- Seeking government support using undergraduate support services by graduate students should be encouraged. [Professor Angela Hicks]
- Including graduate tuition costs in grant applications needs to be reconsidered to make Lehigh's grant applications more competitive; other universities do not charge tuition for grant-funded graduate students. [Professor Mayuresh Kothare]
- It is unreasonable to ask for faculty salary increases before graduate student stipends. [Professor Damien Thevenin]
- Different universities have different funding models; typically, research is a loss-leader. Thus, increasing research may present a potential conflict regarding resource allocation in the strategic plan. The Provost can provide a briefing on research funding. [Professor Peter Zeitler]
- There is a need to look at the relative amounts of graduate tuition, faculty salaries, and capital expenditures in the overall Lehigh budget. [Professor Dinissa Duvanova]

Issues to be considered by the Inclusive Community (IC) subcommittee [Professor Will Lowry]

- The committee will adopt a distributed leadership for chairing the committee.
- Diversity requirements in hiring
- Input is to be sought from different constituencies on campus, particularly those focused on inclusive community (e.g., Center for Gender Equity, Office of Multicultural Affairs, Pride Center) including the student senate

Issues to be considered by the Research Environment (RESC) [Professor Xuanhong Cheng]

- Nancy Carlisle will chair the subcommittee in Fall 2023. Mayuresh Kothare will serve as the chair in Spring 2024.
- Research environment for graduate students and research staff
- Coordination with the Office of Research and GRC to determine an action plan consistent with their plans.

Issues to be considered by the Subcommittee on University Issues and Initiatives (SCUII) [Professors Damien Thevenin and Angela Hicks]

- Rotating reporters for the subcommittee
- Best practices to define and recognize faculty service
- Collecting data from department chairs
- Assessing what is the right size for various committees
- Attaching service with the strategic plan to gain traction

Additional Points and Related Discussion

- According to the new Carnegie standards, Lehigh will become an R1 university in 2025. [Professor Frank Gunter]
- R1 status will make Lehigh ineligible to apply for some smaller grant opportunities. [Professor Damien Thevenin]
- Chasing R1 is not a priority; we should focus on the quality of research and teaching. [Professor Peter Zeitler]
- Will the university focus on things such as grants and Ph. D.s awarded for maintaining the R1 status? [Professor Clay Naito]

**7. Additional Items Discussed as New Business**

- Do we need to discuss campus climate related to the protests taking place regarding the Israel-Hamas conflict? [Professor Dinissa Duvanova]
- The University or the President should speak out only if an issue affects the educational mission. [Professor Frank Gunter]
- If students are impacted, then the university should make a statement. [Professor Damien Thevenin]
- We should release a statement requesting extra counseling services for students affected by the conflict. [Professor Dinissa Duvanova]
- The Undergraduate Student Senate is discussing the issue. The statements themselves may only aggravate the situation. Conversations are more important than statements. [Student Senate Representative Mr. Kareem Hargrove]
- We should not be quick to assume what does or does not impact the students, academically or otherwise. [Professor Will Lowry]

- We should have a conversation about when to release statements by the university and what the guidelines are for individual faculty speaking out. [Professor Damien Thevenin]

## **8. Report from the Faculty Senate Executive Committee (FSEC)**

Professor Frank Gunter noted that President Joe Helble has raised the issue of academic freedom and whether we should adopt the University of Chicago statement on academic freedom. The following were the salient points made during the discussion.

- Statements on issues should come from individual departments so they can be contextualized and based on thoughtful discussion. [Professor Lindsey Reuben]
- If Lehigh speaks only on some issues and not on others, it may be perceived as disingenuous. [Mr. Kareem Hargrove]
- The rationale for the statements should be whether students are affected and not because of news headlines. [Professor Peter Zeitler]
- The goal of the statement is to deter uncivil behavior toward others and not in support of a particular side. [Professor Dinissa Duvanova]
- Students must be supported by sympathy from faculty members and counseling resources. [Professor Al Wurth]

Respectfully submitted by

A handwritten signature in cursive script that reads "Siva". The signature is written in black ink and is positioned to the left of a vertical line that serves as a separator.

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