

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

MEETING OF THE LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on December 6, 2024, at 1:10 pm

BIB 108 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

The 11/01/2024 meeting minutes were included in the consent calendar. The minutes were deemed approved since no request to discuss them separately was made.

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

2. Memorial Resolution for Professor Emeritus Fortunato (Nato) Micale (Chemistry)

Professor Mohamed S. El-Aasser presented a Memorial Resolution for Professor Emeritus Fortunato (Nato) Micale. 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. R&P Parliamentarian Revisions

Parliamentarian revisions were moved, seconded, and approved. The revisions are available in Appendix 3.

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

4. Consent Calendar: First Reading of R&P Changes in section 2.2.3.1

The changes are available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/R%26P%20Changes%202.2.3.1-2.2.3.1.9%20for%20Consent%20Calendar.pdf>

No request was made to pull out any item for a separate discussion. These will come up for a second reading at the next senate meeting.

5. Working group reports

Status updates on the various working groups were presented. Salient points are listed below.

a. Term Faculty Voting Rights [Unless noted otherwise, the points were made by Professor Jenna Lay]

- There is a lack of clarity in R&P about term faculty voting rights.
- The university is lagging behind colleges regarding voting rights for teaching and research assistant professors.
- There is a lack of consistency when POPs move to become teaching faculty. [Professor Mike Spear]
- The working group will carefully consider the differences between term faculty and tenure track faculty regarding voting on rules for tenure and promotion [Professor Jenna Lay in response to Professor Frank Gunter's point that giving voting rights to term faculty implies that we are providing additional votes to the dean since term faculty appointments can be at the discretion of deans]
- There is a lack of clarity between participation and voting in hiring. [Deputy Provost for Faculty Affairs Larry Snyder and Professor Angela Hicks]

b. Course and Curriculum Review [Unless noted otherwise, the points were made by Professor Frank Gunter]

- The CIM bin is empty as of 12/04/2024.
- Additional changes received will be processed in January 2025.
- Attempts are being made to simplify the course change process, especially a few hundred changes typically received from CAS. [Professors Frank Gunter and Peter Zeitler]

c. Service Load and Equity [Unless noted otherwise, the points were made by Professor Angela Hicks]

- Data from the recent survey about service loads is being analyzed. An update will be provided in the February 2025 meeting.
- External service often goes unnoticed.
- The reported service distribution is similar across gender and ethnicity.
- The unreported, hidden service is not captured in the data. We should encourage reporting of such hidden service activities.
- We have to differentiate between types of service. [Professors Ravi Chitturi and Al Wurth]
- We need to clarify the administrative terminology associated with service and include items to capture faculty engagement and leadership. [Professor Jenna Lay]
- The tenure and Promotion working group is also looking into faculty service.

d. SAT scores in Admission [Unless noted otherwise, the points were made by Professor Monica Hershberger]

- Discussions have been held with the Provost. The Provost views admission as a holistic assessment, with test scores being one criterion.
- There is no data to compare the performance of students who submitted the scores and those who did not. [Professor Monica Hershberger in response to Professor Frank Gunter]

- We should carefully consider how the Admissions Office communicates to applicants regarding submitting test scores. [Professor Mike Spear]
- We should make decisions based on research and not based on what our peer institutions do. [Professor Kristi Morin]
- If test scores are optional, applicants with low scores are unlikely to report them. [Professors Angela Hicks, Jenna Lay, Al Wurth]

e. Salary Equity Study [Unless noted otherwise, the points were made by Professor Kristi Morin]

- The study will be updated after deans submit the list of peer institutions.
- There is limited data on equity studies from other universities. Equity studies are easier when conducted within departments. External data is only categorized based on departments and faculty ranks. [Deputy Provost Larry Snyder]

f. Code of Ethics [Unless noted otherwise, the points were made by Professor Mike Spear]

The slides used for the presentation are available in Appendix 4.

[Appendix 4 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

- It is unclear who gets the report after an investigation of a violation. [Deputy Provost Larry Snyder]
- The goal is to simplify the process at the university level by specifying some minimal requirements and letting the colleges decide on the process of investigation and the sanctions.
- All colleges must conform to the minimum standards. [Professors Jenna Lay and Mike Spear in response to Professor Filippo Casati and Deputy Provost Larry Snyder]
- The definition of a violation of the code is unclear. [Professor Peter Zeitler]
- There is a fear that students will use the code of ethics to complain against the professors. [Professor Angela Hicks]
- The General Counsel and Faculty Affairs will be consulted before proposing changes.

g. Tenure and Promotion [Unless noted otherwise, the points were made by Professor Beibei Dong]

The slides used for the presentation are available in Appendix 5.

[Appendix 5 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

- There is broad agreement among departments about the need for rewarding public-facing scholarship; some concerns remain about evaluating such scholarship. [Deputy Provost Larry Snyder]
- The incorporation of DEI statements for promotion and tenure is much more involved and can be taken up later, perhaps by a separate working group. [Professor Beibei Dong in response to Professor Angela Hicks and Kristi Morin]
- The Faculty Senate Executive Committee (FSEC) is trying to bring forward a comprehensive proposal that includes public-facing scholarships, service leadership, and alignment with equitable and inclusive community issues that three different working groups will be tasked to address. [Professor Jenna Lay]
- Approving sequential changes may be complicated; it is best to bring these changes as a whole package but allow faculty members to vote on different parts separately. [Professor Peter Zeitler in response to Professor Mike Spear's question about the need for combining the changes]

Professor Peter Zeitler thanked the working groups for their thoughtful work.

6. New Business

The following were the salient points made during the discussion.

- The bylaws governing the operation of the Faculty Senate are being developed and will be presented when ready. [Professor Peter Zeitler]
- The Faculty Senate's DEI statement on hiring will be sent to the Deans, ADVANCE office, and Provost. [Professor Peter Zeitler]
- Suitable modifications will be made to the faculty hiring template. [Deputy Provost Larry Snyder]
- DEI is more controversial in some departments than others. [Professor Angela Hicks]

- It will have more weight if the Faculty Senate recommends DEI statements as part of the hiring process. [Deputy Provost Larry Snyder]

Respectfully submitted by

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