

## LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on February 7, 2020, 1:00 pm  
Venue: Linderman Library 200

Faculty Senate Chair Professor Douglas Mahony called the meeting to order.

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

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

### **1. Minutes of the Faculty Senate Meeting of 12/09/2019**

Professor Doug Mahony called for any corrections to the minutes of the Lehigh University faculty senate meeting of 12/06/2019.

Motion to approve the meeting minutes was made and seconded. The minutes were unanimously approved.

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

### **2. Remarks by Senate Chair Doug Mahony**

Senate Chair Doug Mahony provided an update. The salient points are listed below. Unless otherwise noted, the points below were made by Professor Mahony.

- The second reading of R&P 3.27.1 Definition of Grades (Graduate Courses Pass Fail) will be excluded from this meeting's agenda and will be introduced at a later meeting.
- Mr. Mark Ironside will provide an update about the parking situation in an upcoming Senate meeting. Issues for faculty who split their time between Mountaintop campus and the Asa Packer Campus will be addressed.
- Faculty are encouraged to attend the bystander intervention workshops being offered by Lehigh.

### **3. Discussion about the Library and Technology Services**

Dr. Gregory Reihman (Vice Provost for Library and Technology Services & Director of the Center for Innovation in Teaching and Learning) provided an overview of LTS. The slides used are available as Appendix 2.

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

The following are some salient points made during the ensuing discussion. Unless otherwise noted, the points were made by Dr. Gregory Reihman.

- Resources for obtaining new journals are always tight; subscription renewal decisions are taken every year to optimize resources; now that the library users' committee has been dissolved, the new LTS faculty committee will be involved in deciding policies regarding journal subscriptions. [In response to a question from Yaling Liu about the absence of feedback regarding faculty suggestions about journal acquisition)
- LTS does not collect unneeded data about students; any data that is made available to external entities is done after consultation with Lehigh's General Counsel. Individual university units own the data collected; LTS does not own the data. [In response to a question from Professor Jeremy Littau regarding the protection of data about international students]
- Distance Education reports to the Registrar but works with LTS on technical matters. [In response to a question from Professor Jim Gilchrist]
- The long-term trend is to move toward a "Bring Your Own Device (BYOD)" system. [In response to a question from Professor Hugo Caram]

#### **4. Discussion about Admissions**

Mr. Bruce Bunnick (Director of Admissions) provided an update. The following are some salient points made during the ensuing discussion. Unless otherwise noted, the points were made by Mr. Bruce Bunnick.

- Number of applications are down across all colleges; this is also a national trend except in large public universities.
- Early decision admissions constitute a majority of Lehigh attendees; this also reduces the uncertainty associated with regular admission yield rates.
- There is no policy yet on dealing with the impact of the Coronavirus. [In response to Professor Peter Zeitler]
- Deputy Provost for Graduate Education Beth Dolan has recently informed the faculty about guidelines regarding standardized test scores from China. [Professor Doug Mahony]
- There is no documented impact of admissions due to the recent U.S. immigration

policy. [In response to Professor Jennifer Swann]

- In association with the *Vice President and Vice Provost for International Affairs* Cheryl Matherly, efforts are on to recruit more globally, especially from India and China. It takes time to get results for our efforts.
- We are not seeing an increase in the number of veterans seeking Lehigh admission; Lehigh's record is poor on this dimension. [Professor Frank Gunter]
- Dr. George White's recent efforts are focused on increasing the number of veterans at Lehigh. [Deputy Provost for Academic Affairs Jennifer Jensen]
- Admitting veterans must be accompanied by an increase in support services. [Professor Jennifer Swann]
- Faculty role is very important in admissions – these include faculty visibility, faculty interactions with potential applicants, and class visitations.
- Lehigh campus is not very accessible for admissions visitors. [Professor Nicki Johnson]
- Majority of potential students are not coming with their parents; so, it is important to focus on student stories and social media. [Professor Bob Skibbens]
- There is discussion taking place among potential applicants via social media. [Professor Yaling Liu]
- Starting last year, the Admissions Office has started to involve alumni to interview potential applicants last year. [In response to a question from Professor Liang Cheng regarding how much does the Admissions Office involve alumni for motivating prospective students to attend Lehigh]
- Universities offering merit scholarships (without considering need) offer a significant competition to Lehigh. Lehigh tries to meet the full amount of demonstrated need only; merit scholarships are limited at Lehigh.

## 5. Second Reading:

The motions are available at the following link (under February 7, 2020)

<https://facultysenate.lehigh.edu/meeting-documents>

### R&P 3.27.1. Definition of Grades (Graduate Courses Pass/Fail)

This was removed from the agenda and will come up for discussion in the future.

## **6. First Reading**

The motions are available at the following link (under February 7, 2020)

<https://facultysenate.lehigh.edu/meeting-documents>

The following motions were introduced for a first reading. The motions were seconded.

- 1.3 Faculty Committees
- 1.3.2.1 Educational Policy Committee
- 1.3.2.2 Graduate and Research Committee
- 1.3.2.3 Faculty Personnel Committee
- 1.3.2.4 Faculty Committee on Student Life
- 1.3.2.5 Faculty Committee on Global Affairs
- 1.3.3.2 Committee on Standing of Graduate Students
- 1.3.3.3 University Disciplinary Appeals Committee
- 1.3.4.1 Library and Technology Services Faculty Committee
- 1.3.4.2 Faculty Representation on the Council for Equity and Community
- 1.3.5.1 University Committee on Discipline
- 1.3.5.2 Committee on Undergraduate Awards and Prizes
- 1.3.5.3 Visiting Lecturers Committee

These will come up for a second reading during the next meeting.

## **7. Updates by Senate Subcommittees**

Updates were provided by the various Senate Subcommittees.

On behalf of the Inclusive Community Subcommittee, Professor Ageliki Nicolopoulou noted that a broad group of people have been consulted in developing the “Faculty Code of Ethics.” The Subcommittee hopes to introduce it for its first reading in the March 2020 meeting and for a second reading in April 2020.

On behalf of the Academic and Student Affairs Subcommittee, Professor Ray Pearson noted that the Subcommittee is fine-tuning its proposals related to common hour exams.

On behalf of the Faculty Affairs Subcommittee, Professor Frank Gunter said that R&P changes related to the faculty ranks proposal are being discussed and the subcommittee hopes to introduce the core concepts of the proposal during the Senate meeting in April 2020. After getting the Senate’s inputs, the exact text of the R&P will be finalized.

On behalf of the Research Environment Subcommittee, Professor Bridget Dever noted that the subcommittee will meet with President to discuss about research priorities.

## **8. Additional Topics**

### Faculty Merit Raise and Related Issues:

- The recently announced merit pay raise of 1.5% for “fully successful” performance is less than the 2.3% rate of inflation and such low raises are not meaningful. [Professor Tony DiMaggio]
- Lehigh used to be competitive in the case of new assistant professors. But that is not the case anymore. [Professor Frank Gunter]
- We need to get more details of the university’s budget situation. [Professor Peter Zeitler]
- In addition to salary, increased parking fee and employees paying more for healthcare should be considered holistically and we should be talking about overall competitiveness of Lehigh compensation. [Professor Jeremy Littau]
- Currently, much of the tuition revenue goes toward financial aid. Unless endowment for financial aid is significantly increased, there is not much room for faculty salary increases. [Professor Doug Mahony]
- Finance Committee of the Lehigh Board of Trustees (BOT) is reviewing the details of financial aid coming from operating budget. The next University Chairs breakfast meeting will discuss the budget. [Professor Kathy Iovine]
- Provost should explain the budget parameters and faculty merit raises. [Professor Hugo Caram]
- Reduced merit raise affects early career faculty more than senior faculty; we should develop long term strategies to address the issue. [Professor Bob Skibbens]

### Senate Retreat:

Professor Kathy Iovine reminded that the Senate Retreat would take place on May 12, 11 am to 4 pm.

The meeting was adjourned at 2:55 pm.

**Respectfully submitted by**



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

**Secretary of the Faculty**