

\LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on **April 1, 2022**, 1:00 pm

Via Zoom

Do the Minutes include R&P items requiring Board of Trustee approval – Yes/No

Faculty Senate Chair Professor Kathy Iovine called the meeting to order.

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

Professor Kathy Iovine called for any corrections to the minutes of the Faculty Senate meeting of **03/04/2022**. 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>.

Professor Kathy Iovine noted that the Faculty Senate meetings would be hybrid next year.

2. Discussion about the New Campus Safety Division

Vice President Patricia Johnson provided an update about the process used for making changes in the Campus Safety Division. She noted that universities such as the University of Pennsylvania, Princeton, and Cornell are using a structure similar to the current one at Lehigh. Assistant Vice President of Campus Safety Jason Schiffer described the existing organizational structure of the Campus Safety Division. The slide used by Mr. Schiffer is available in Appendix 2.

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

The following are the salient points made during the ensuing discussion.

- The Assistant Police Chief runs the day-to-day operations of the Campus Police. Currently, the Assistant Police Chief reports to the Assistant Vice President of Campus

Safety. The reporting relationships between the Police and Campus Safety are being discussed, and final decisions are yet to be made. [Vice President Patricia Johnson and Assistant Vice President of Campus Safety Jason Schiffer in response to Professor Allison Mickel]

- Students are concerned that student information would be shared with the campus safety division under the current system, and the information could be used against the students in the future. [Professor Frank Gunter]
- Are we being overpoliced? There are 25 police officers but only 15 people in the counseling department, including many graduate assistants. In addition to this imbalance, the former chief of police being in charge of campus safety suggests a focus on policing over other forms of needed support and intervention. [Professor Jenna Lay, supported by Kelly Austin]
- The reorganization seems to go counter to the recent review of the Lehigh Police Department. [Professor Kelly Austin]
- It is not possible to completely disconnect the police from emergency calls. The new structure tries to reduce the footprint of the police and increase peer-provided help in a non-threatening way. Although some constitutional violations occur in other cities, Lehigh's police actions have received positive feedback. It is important to judge the police by what happens at Lehigh. Several recommendations from the review committee are incorporated in the reorganization. [Assistant Vice President of Campus Safety Jason Schiffer]
- Compared to similarly-sized and geographically situated peer institutions, the size of Lehigh's police force is comparable, and we are not under-resourced. [Assistant Vice President of Campus Safety Jason Schiffer]

3. Update on Strategic Planning

Vice President for Strategic Planning and Initiatives Chris Cook provided an update on Lehigh's strategic planning process. Provost Nathan Urban also gave information on research and faculty matters in the strategic planning process. The slides are available in Appendix 3.

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

The following were the salient points made during the ensuing discussion.

- The strategic planning process will be iterative and not linear. [Vice President Chris Cook]

- A rough draft of the plan would be available in Spring 2023, and both townhall style meetings and asynchronous tools for feedback would be used to get broad-based feedback. [Provost Nathan Urban]
- Sometimes, faculty do not see which aspects of the strategic plan are being implemented despite spending a lot of time crafting the plan—will part of the review of previous plans include reporting on those results? [Professor Jenna Lay]
- The current stage of the strategic planning process is being used to carefully evaluate the prior strategic plan and its accomplishments. [Vice President Chris Cook]
- Tracking progress after the completion of the strategic plan is essential. The allocation of resources should follow the priorities mentioned in the strategic plan. [Provost Nathan Urban]
- The Graduate & Research Committee (GRC) will provide its report containing a review of prior research initiatives to the strategic planning committee. [Professor Jim Gilchrist]

4. Update on the University Climate Action Strategy

Assistant Vice President of Business Services Mark Ironside and the former Sustainability Officer at Lehigh Katharine Targett Gross provided an update on the [Climate Action Strategy](#), a subcomponent of the [Sustainability Strategic Plan 2030](#). The slides used by them are available in Appendix 4.

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

The following were the salient points made during the discussion.

- The new Sustainability Director Audrey McSain will ensure continuity of Lehigh’s sustainability progress, and a faculty member from each college is part of the Lehigh Sustainability Council. The new campus sustainability data analyst role is being created to help support the Climate Action Strategy and Sustainability Strategic Plan 2030 progress and reporting. Periodic progress reports will be coming out on the climate strategy and 2030 Plan. [Assistant Vice President Mark Ironside in response to Professor Jenna Lay]

5. Discussion on the Wellness Committee

Professor Kathy Iovine discussed the proposal. The proposal is available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Wellness%20committee%202022.pdf>

A proposal to approve the details was moved and seconded. The Faculty Senate approved the proposal (23 voted yes; 2 abstained).

6. Second Reading: Changes in the Composition of the Council for Equity and Community

Professor Doug Mahony noted that the motion is not ready and will come up for a second reading during the May 2022 meeting.

7. First Reading: Proposed changes to the transition of incoming senators

Professor Frank Gunter introduced two related changes to R&P:

R&P 1.2.2 Size and Composition of the Faculty Senate

R&P 1.2.3.1 Chairperson of the Senate

The details are available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/R%26P%201.2.2%20and%201.2.3%20Change%20Senate%20Terms%2012Mar22.pdf>

Several points were made about leadership transition issues. These points were focused on ensuring that there is no leadership vacuum (Professors Frank Gunter, Jenna Lay, and Jeremy Littau), having overlapping periods to avoid any gaps in the duration of the leadership (Professor Jim Gilchrist), the need to include the voice of the incoming senators in selecting the new senate leadership (Professors Angela Hicks and Jeremy Littau), to avoid over- or under-representation of colleges if both the current and incoming senators vote for leadership positions (Professors Frank Gunter, Jenna Lay, and Angela Hicks), and to ensure consistency with the July 1 start date for many university positions and the fiscal year (Professor Jenna Lay). Professor Kathy Iovine noted that since we would know the list of newly elected senators, it is possible to conduct an election on May 15 with the participation of all senators who will serve during the next fiscal year.

The motion will come up for a second reading during the May 2022 meeting.

8. Additional Topics Discussed

- The four-hour Senate retreat will be on 05/09/2022. The University budget will be the focus of discussion. [Professor Frank Gunter]
- A new vice-chair for the Faculty Senate needs to be elected. [Professor Kathy Iovine]

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.

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

Secretary of the Faculty