

LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on **May 6, 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 **04/01/2022**. 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>.

2. Minutes of the Prior University Faculty Meeting

Professor Kathy Iovine called for any corrections to the minutes of the University Faculty meeting of **03/25/2022**. 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>.

3. Memorial Resolution for Professor Emeritus James Sturm

Professor Jim Roberts presented a Memorial Resolution for Professor James Sturm (Emeritus Professor, Department of Chemistry). Senators observed a moment of silence to honor Professor Sturm's memory. 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>]

4. Memorial Resolution for Professor Dmitri Vezenov

Professor Greg Ferguson presented a Memorial Resolution for Professor Dmitri Vezenov (Department of Chemistry). Senators observed a moment of silence to honor Professor Vezenov's memory. 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>]

5. Graduation Motions

The following graduation motions were moved, seconded, and passed. They are given in Appendix 4.

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

6. Status of Faculty Salary Equity Study and Strategic Planning Process

Professor Kathy Iovine provided an update. In response to concerns about faculty participation (Professor Jenna Lay), the need to maintain the momentum (Professor Angela Hicks), and the importance of internal equity study (Professor Clay Naito), Professor Kathy Iovine noted that Deputy Provost Jackie Krasas would present updates regarding the faculty salary equity study and the external benchmarking study in separate sessions and to ensure faculty participation.

Professor Kathy Iovine noted that the administration would share the report after the Phase 0 of the strategic planning process with the Senate Subcommittee on University Initiatives (SCUI)

7. New LIRA System

AVP for Research and Sponsored Programs Cynthia Kane and Chief Technology Officer (CTO) Ilana Key provided an update. The details are available at <https://research.cc.lehigh.edu/lira>

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

- Training to use the new system will be made available for faculty members, and implementation will be done in such a way as to reduce the burden on faculty members. The processing of internal grants will not change. Data related to external grants will be collected using a different template. [AVP Cynthia Kane in response to Professor Clay Naito]

- Faculty input has been obtained before finalizing the new process; GRC is aware of the changes since the AVP for Research sits on the GRC. [In response to concerns expressed by Professors Peter Zeitler and Damien Thevenin about the lack of faculty input in the early stages of designing new systems and the absence of regular faculty members on the task force]
- Any faculty member who wants to get involved is welcome to contact the Task Force, and faculty involvement is welcome. [CTO Ilena Key]
- The changes pertain to pre-award processing; there is no significant change in the post-award processing. [AVP Cynthia Kane in response to Professor Yaling Liu]
- It is important to get faculty input early on so detailed inputs can be incorporated before any new system is designed and faculty anxiety can be avoided. [Professors Clay Naito and Peter Zeitler]
- The goal is to make the implementation streamlined. [AVP Cynthia Kane]
- The task force can contact the Faculty Senate in the future for additional input. [Professor Kathy Iovine]

8. Discussion of possible R&P changes from Ed Pol (R&P 3.8.1 and R&P 3.7.3.1/3.7.3.2)

Professor Ray Pearson initiated a discussion by noting that the Educational Policy Committee (EdPol) is on board with the changes. The details are available at <https://facultysenate.lehigh.edu/meeting-documents>

Faculty senators made a number of suggestions to revise the proposal before they are introduced for a first reading. These points/suggestions include the need to clarify that instructors cannot give certain grades and only the registrar can do so [Professors Jenna Lay and Jeremy Littau], the need to clarify if the rules apply to future situations similar to Covid-19 or the changes simply codify what is being implemented currently [Professors Frank Gunter, Kathy Iovine, Ray Pearson, and Damien Thevenin], the need to more clearly articulate the rationale for awarding certain grades [Professors Jenna Lay], the need to clearly specify how the new changes consider student requests for more than time-and-a-half for exams [Professor Parveen Gupta], reducing faculty burden resulting from administering makeup exams [Professor Parveen Gupta] especially on the Saturday prior to Commencement [Professors Parveen Gupta and Damien Thevenin], the proposed changes will require faculty to manage the administration of makeup exams and not the registrar [Professors Mary Beth Deily and Jenna Lay], and the need for clearly communicate the changes to the faculty members [Professor Jenna Lay]

Professor Ray Pearson noted that the input would be incorporated when the changes are introduced for their first reading.

9. First Reading: Proposed Revision to R&P 3.2.7 Cross-Registration with Other Institutions or Organizations

The proposal was moved and seconded. It is available at <https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Revised%20R%26P%20for%203.2.7%20Cross%20Registration.pdf>

Professor Ray Pearson agreed with Professor Jenna Lay's suggestion to seek GRC input before the proposal comes up for a second reading.

10. First Reading: Proposed Changes to Section 3.2.4 Roster of Studies

The proposal was moved and seconded. It is available at <https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Revised%20R%26P%20for%203.2.4%20Roster%20of%20studies.pdf>

Professor Ray Pearson and Registrar Steve Wilson clarified that the proposed changes rectify the inconsistencies in the different sections of the R&P and clarify what constitutes an overload and which attempts by students would be recorded on the transcript. Additional changes will be made to clarify the language further [in response to Professors Jenna Lay and Angela Hicks]

11. Second Reading: Changes in CEC Composition

Professor Doug Mahony introduced the proposed changes for a second reading. The proposal is available at <https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Second%20Reading%20CEC%20May%206.pdf>

Professor Doug Mahony noted that the Senate should change/clarify voting rules related to Professors of Practice (POPs) and POPs' participation in CEC and other standing committees.

The changes were approved (96% voted in favor).

11. Other Points Discussed

Professor Jenna Lay noted that the issues raised by the Brown and White article on Title IX issues were a major concern that needed to be addressed. Additionally, faculty and staff are

increasingly asked to do more with less. The Senate should hear from the senior administration about how the administration proposes to deal with the various stress points, including the departure of staff who can work remotely but are not allowed to. Professor Angela Hicks concurred with the concerns related to the Title IX matters and wondered how we know if things are improving. Professor Jeremy Littau echoed the points raised by Professors Angela Hicks and Jenna Lay and further noted that the students are also disillusioned.

12. Remarks by Professor Kathy Iovine

Professor Kathy Iovine thanked the senators, the executive committee members, and Ms. Jill Forest for their hard work during her time as the Chair of the Senate.

Professor Kathy Iovine presented a plaque to Professor Doug Mahony for his service as the inaugural chair of the Lehigh Faculty Senate.

Professor Kathy Iovine thanked Professor Robert Thornton for his many years of service as the University Parliamentarian and welcomed Doug Mahony, who will be the Next University Parliamentarian, effective July 1.

Respectfully submitted by

A handwritten signature in cursive script that reads "Siva" with a long horizontal line extending to the right from the end of the word.

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

Secretary of the Faculty