

LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on July 17, 2020, 1:00 pm

Via Zoom

Faculty Senate Chair Professor Kathy Iovine 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. Announcements by Professor Kathy Iovine

Professor Kathy Iovine announced that Professor Frank Gunter has been elected by the Senators as the Vice Chair of the Faculty Senate. Professors Ed Gomez (Health), Parveen Gupta (Business), and Craig Hochbein (Education) will be members of the Senate Executive Committee. She noted that the formation of the Senate Executive Committee would be completed soon once the other two colleges finalize their representatives.

2. Minutes of the Faculty Senate Meeting of 05/01/2020

Professor Kathy Iovine called for any corrections to the minutes of the faculty senate meeting of 06/19/2020.

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. Memorial Resolution for Professor Matt Melone

A Memorial Resolution for Professor Matt Melone (Professor of Law in the Department of Finance) was presented by Professor Nandu Nayar, Chairperson of the Parella Department of Finance. Senators observed a moment of silence to honor Professor Melone's memory. They approved the motion to include the resolution in the meeting minutes. The memorial resolution is available as Appendix 2.

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

3. Updates from Provost Nathan Urban

Provost Nathan Urban provided an update about campus plans for Fall 2020. The following are the salient points made during his update and the ensuing discussion. Unless otherwise noted, the points were made by Provost Nathan Urban.

- Lehigh faculty members were thanked for their efforts and dedication toward providing the best possible educational experience for Lehigh students amidst Covid-19.
- Our current planning to deal with Covid-19 cannot detract us from the long-term vision for Lehigh.
- Provost Urban has been engaged with Lehigh much before his official start date of July 1, 2010.
- Provost Urban provided a summary of his academic and professional background. More detailed information is available at <https://www2.lehigh.edu/news/nathan-urban-appointed-lehigh-provost>
- Shared governance, faculty inputs, and transparency in decision making are all important principles we should follow.
- Faculty members will be engaged in the decision-making process by the senior leadership. Seeking inputs for the long-term growth of Lehigh and for development of a new strategic plan was to have been the first major initiative under the new Provost but Covid-19 has created more urgent issues to be solved at the current time. Thus, there is some delay in the development of the strategic plan for Lehigh.
- The plans being developed for the Fall 2020 instruction at Lehigh should be considered a work in progress. While the plans are likely to undergo changes, it is useful to start with something that is sustainable until the end of the semester even if we do not exactly know how the situation will evolve in the coming few months.
- Some parts of the campus reopening plan have been communicated to the Lehigh community while others are still being finalized.
- Classes will start on the scheduled date of 08/24/2020. Classes will end on 11/20/2020 (Friday before Thanksgiving) but classes will continue through the rest of the semester. Teaching will continue remotely in the weeks after Thanksgiving. Instead of Pacing Break, classes will not be held on Monday and Tuesday during the week of Thanksgiving.

- The deposits for incoming students have held reasonably well and this number may change as we get closer to the start of the semester. Incoming transfer students will increase the class size. [Provost Nathan Urban in response to Professor Frank Gunter]
- The current deposits are 1446 (7 short of the 1453 goal); the fall 2019 first year class was 1409. [Registrar Steve Wilson]
- Lehigh's Covid response team is responsible for preparing protocols for reopening the campus for Fall 2020 (Faculty Secretary's Follow Up Note: Team members are Nathan Urban / Ric Hall / Chris Halladay / Pat Mann / Kim Nimmo / David Rubenstein / Jason Schiffer / Carina Sitkus / Sarah Stevens / Brent Stringfellow / Erik Walker). The team will be constantly monitoring the situation and making adjustments as needed including emergency situations. The decisions will be made based on data, observing practices at other Universities, and State and local regulations. Protocols regarding cleaning, wearing masks, social distancing, signage, ventilation, filtration, air circulation, and so on are being developed. A "Covid Code of Conduct" (tentative name) is being developed.
- Currently, per Pennsylvania Governor's guidelines, people are still asked to work remotely if they can.
- All students will receive a thermometer for self-check and recording in an App; policies related to wearing masks, social distancing, contact tracing, and isolation will be implemented.
- Testing is a challenge across the country. Rapid-testing capacity to test symptomatic individuals is being finalized. Testing a sample of students is being investigated. Testing all people every day is not practical due to a shortage of availability of rapid-testing capacity in the country. CDC is still not recommending testing asymptomatic individuals. We will try everything to reduce the spread of Covid-19 on campus. [In response to Professor Peter Zeitler]
- Pennsylvania requires 2-week quarantine for people coming from some 18 or so states. Currently, 450 students are from those states and some 125 of them are newly admitted students. Current plan is to quarantine these students in dorms during the first two weeks of classes before they can attend classes. If the students voluntarily decide to reach Lehigh prior to the start of the semester, they will be allowed in classes once they spend two weeks under quarantine. [In response to Professor Jenna Lay]
- Regarding students with symptoms and contact tracing, Lehigh is partnering with Lehigh Valley Health Network (LVHN) to enhance employee occupational health. LVHN will help Lehigh to define what "close contact" means and to do contact tracing, isolation, and other related issues. [In response to Professor Kelly Austin]

- Arrangements are being made so that students with Covid-19-related symptoms will go to one health center and students needing other care will go to the second health center on campus. This way, both healthcare workers and students can be separated.
- The University is in the process of developing a code of conduct for Greek Life participants and about consequences for violating social distancing and assembly rules. If we have to implement the rules for punishment, we would have failed in some sense. It is important to get the message across to students, faculty, staff, and students and everyone should follow the rules. Lehigh is working on some public service messaging mechanisms as well to emphasize the notion of collective risk and that we are all in this together. As a country, we have failed to respond adequately to the Covid-19 crisis, especially in relation to other countries in the world. The failure is primarily due to our failure to change our behavior. [In response to Professor Tony DiMaggio's question about University's plan for dealing with students in the Greek system]
- Most classes are likely to involve some blended form of instruction.
- Nearly all courses should be accessible remotely.
- Some 200 students have indicated that they will not be coming to campus. They should be able to take classes.
- Based on a survey of faculty preferences conducted a couple of weeks ago, some 40% would prefer a method with some substantial in person contact and some 60% prefer fully online or mostly online instruction.
- Some 350 faculty members have attended various workshops conducted by the LTS in topics related to remote teaching. This is important to ensure a high quality in our education.
- No faculty member will be forced to teach on campus against their preference. Our goal should be to provide a high-quality educational experience to students irrespective of the teaching modality used for instruction. Sometimes, in person contact does enhance student experience. However, it is also possible to provide a high-quality experience to students and foster a high level of connection using a fully online mode of delivery. We should be able to accomplish high quality using a variety of ways.
- It is important to convey to students that faculty care about students. Such an approach will lead to our success. Student feedback indicates that they are willing to forgive problems caused by technology but they are looking for faculty who understand student needs and who genuinely care for students' success.

This message will be conveyed to faculty in a forthcoming message scheduled for next week.

- If faculty members teaching on campus require some adjustments to accommodate their feeling of safety and social distancing, such requests will be accommodated.
- The idea of providing office space for graduate students to stay between classes and other on campus work assignments during working hours did not come up before; but the idea is worth examining. [In response to Professor Angela Hicks]
- There may be factors that will make us move toward more online or fully online classes (e.g., State Governor's order stopping all in person instruction on campus). However, the goal is to have a mechanism that can sustain us throughout the fall semester. We will monitor things carefully before we make our decisions – to be prudent, no option can be taken off the table. [In response to Professor Jenna Lay's question about large scale changes in our plans to move to fully remote instruction.]
- We are trying to regulate the number of people in a building at a time by means of monitoring swipe card access machines. However, it is not clear how easy it is to provide this information to individual faculty members and departments in a given building. [In response to Professor Melli Katakalos]
- Faculty members are encouraged to contact Provost Nathan Urban directly with suggestions and concerns.

4. Effort toward Anti-Racism at Lehigh

Professor Kathy Iovine initiated a discussion regarding what the faculty can do to strive toward an anti-racist campus. The Senate meeting on 06/19/2020 provided some background for this discussion. Professor Iovine sought ideas from the faculty senators. Salient points are summarized below.

- Two ideas were proposed by faculty members: (1) to improve the level of knowledge and enhance the culture, it will be useful to identify a book that the entire Lehigh community (students, faculty, staff, Board of Trustees) reads to discuss the content throughout the semester or academic year in various venues. (2) Expand the celebration of Martin Luther King Day by including keynote speakers, book discussion mentioned in #1, and so on. [Professor Kathy Iovine]
- Three issues need further discussion: (1) Is the intention to educate or to encourage people to take action? (2) Should the focus be Lehigh or the wider community? (3) Should the strategies remain politically neutral? [Professor Frank Gunter]

- Regarding #1 above, we should focus both on education and action. Provost's Office is collecting outcome data through the efforts of Office of Institutional Research and Strategic Analysis, Deputy Provost for Faculty Affairs Jackie Krasas is examining Promotion & Tenure policies, and Lehigh University Police Department is reviewing its procedures. Regarding #2, involving the larger community is useful but most of the emphasis is more usefully placed on Lehigh community events. Regarding #3, although the racial discrimination issue has been politicized, the underlying issues are no political and racial equality should be the goal for all of us. [Professor Kathy Iovine]
- There are not enough number of minority students progressing high enough in the education pipeline. It is important to ensure that our strict policies are not unintentionally impeding the progress of minority students. [Professor Angela Hicks]
- Provost Nathan Urban and Deputy Provost for Faculty Affairs Jackie Krasas are collecting data to examine the effect on policies on minority faculty. President John Simon, Provost Nathan Urban, and the Board of Trustees are regularly meeting with the leadership of Black Students Union (BSU). BSU have given them a list of policies for consideration to ensure that Lehigh is an antiracist institution. [Professor Kathy Iovine]
- Three things are important to consider by the senior administration: (1) BOT members are mostly white; ten voting members of the BOT are mostly men; BOT needs to be diversified and they also need training in antiracist policies; (2) Lehigh should reexamine our association with digital platforms such as Facebook and Instagram that do not support antiracist policies; (3) people raising their voices against racism, especially women and minorities, should not be attacked by alumni and others. [Professor Susan Kart; Frank Gunter concurred]
- Hiring of faculty members happens at the end of the long pipeline. If women and minorities do not get an opportunity to get in the pipeline, even our best efforts at recruiting will not be enough. [Professor Frank Gunter]
- It will be useful to invite the VP for Advancement Joe Buck (who has expressed outrage at some comments by Alumni) to a senate meeting to talk about strategies to educate alumni about antiracism. Our counseling center should have more African Americans to encourage African American students to seek help. This suggestion was offered by Vice President for Student Affairs Ric Hall. Lehigh should work hard to create a welcoming environment for everyone. [Professor Doug Mahony]
- Lehigh is part of the education pipeline. So, in addition to focusing on faculty recruiting at the end of the pipeline, Lehigh should do a better job to broaden the pipeline of undergraduate and graduate students to include more underrepresented groups. We can do so by following the strategies of other universities such as the University of Maryland at Baltimore County that have found success in recruiting minorities. [Professor Jenna Lay]
- Both improving culture and instituting policies are important. Senate Executive Committee is working with other groups on campus in order to create an antiracist environment. [Professor Kathy Iovine]
- Department of Political Science conducts meetings to get feedback from faculty and follow-up workshops for its faculty about enhancing antiracist practices in the classroom.

[Professor Tony DiMaggio; at the request of Professor Kathy Iovine, he agreed to share some documentation about these workshops with Senate Leadership.]

- Lehigh should put some resources to bring several post doc scholars from underrepresented populations to Lehigh and mentor them to strengthen the faculty recruitment pipeline. [Professor Peter Zeitler; supported by Professor Frank Gunter]
- We do not know which departments are doing well and which are not in terms of recruiting underrepresented minorities. [Professor Frank Gunter]
- More detailed data is available. Provost Nathan Urban is collecting data through Office of Institutional Research and Strategic Analysis to get a better picture of where Lehigh stands. [Professor Kathy Iovine]
- Documents related to the financial impact of Covid-19 will be released after revisions are made to account for the frequently changing scenarios and assumptions behind the estimation of the impact. The budget deficit is likely to be larger than originally estimated. [Professor Kathy Iovine and Doug Mahony in response to Professor Peter Zeitler]
- In addition to talking with alumni about the need to support people who raise their voices against racism, tenure and promotion are within the purview of faculty. We should acknowledge and give credit for the work of faculty who engage in raising the voices against racism at some emotional cost. Our promotion and tenure guidelines should articulate support for faculty who lend a voice toward building an antiracist university. [Professor Jenna Lay]
- P&T guidelines can be revised by incorporating a broader definition of research that includes public articulation of views by faculty on important issues and by incorporating some competency-based criteria to demonstrate diversity and inclusion as part of the promotion and tenure materials. [Deputy Provost for Faculty Affairs Jackie Krasas]

5. New Business

- It is likely that we have to make changes in R&P very soon to incorporate the significant changes being made to Title IX rules. We have not heard about these changes from the Administration. [Professor Frank Gunter]
- The R&P changes should be in place by August 14, 2020. The Faculty Senate Chair will coordinate with Equal Opportunity Compliance Coordinator Karen Salvemini about the next steps. [Professor Kathy Iovine]
- We do not know many details about the Clery Act investigation at Lehigh. [Professor Frank Gunter]
- In the early stages of the investigation, University is not told about the details. [Professor Angela Hicks]
- It may be useful to invite General Counsel Frank Roth to discuss these issues. [Professor Kathy Iovine]

The meeting was adjourned at 2:40 pm.

Respectfully submitted by



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

Secretary of the Faculty