

**LEHIGH UNIVERSITY FACULTY SENATE**

Minutes of the Meeting held on September 2, 2022, 1:10 pm

Maginnes 101 and Via Zoom

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

Faculty Senate Chair Professor Frank Gunter 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>]

On behalf of the Faculty Senate, Professor Frank Gunter felicitated Professors Kathy Iovine and Doug Mahony with plaques to honor their service as past chairpersons of the Senate during 2020-22 and 2018-20, respectively. The senators expressed their appreciation with applause.

**1. Minutes of the Prior Faculty Senate Meeting**

Professor Frank Gunter called for any corrections to the minutes of the Faculty Senate meeting of 05/06/2022. 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 Frank Gunter noted that changes to R&P 3.2.4 and R&P 3.2.7 were not ready for their second reading and would be taken up at a future meeting.

**2. Discussion on Matters Related to Term Faculty**

Professor Frank Gunter noted that the College of Education has increased the upper limit for the proportion of term faculty to 30% and that the College of Business is contemplating a move to increase the limit from the current level of 23%. Professor Frank Gunter also noted that the Senate Executive Committee would review some confusion in the R&P wording related to the reappointment notice period and voting rights.

### 3. Discussion on Matters Related to Faculty Compensation

The pre-reads are available at

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

Professor Frank Gunter noted that three different compensation studies are being undertaken by the Provost's Office, including internal equity and external benchmarking. The slides used by Professor Frank Gunter to compare Lehigh faculty salaries using AAUP data are available in the pre-reads noted above. During the ensuing discussion, several issues were raised:

- An overall decline in the comparative salaries of Lehigh faculty across all ranks (Professor Frank Gunter)
- the inflation rate is typically more than the merit raises (Professor Damien Thévenin)
- the need to consider providing preemptive raises to excellent faculty members to prevent their exploration of external opportunities (Professor Ethan Van Norman)
- the proportion of business faculty at Lehigh is similar to other comparison schools (Professor Frank Gunter in response to Professor Yaling Liu's concern that Lehigh numbers could be inflated due to the high salaries of College Business faculty)
- the Faculty Senate should help the administration by proposing solutions to the perennially lagging Lehigh salaries and, therefore, enhance the morale of Lehigh faculty (Professor Parveen Gupta)
- the College of Engineering offered reduced raises to senior faculty members to make equity corrections for assistant professors and associate professors; we should recognize that senior faculty are also sought after by other universities (Professor Mayuresh Kothare)
- salary numbers should be clarified to indicate whether they include summer salaries, whether from internal or external sources (Professor Clay Naito).

### 4. President Joe Helble's Remarks: Importance of Respectful Dialog and Debate

President Joe Helble noted that over the years, Lehigh has developed mechanisms for intentionally listening to diverse perspectives from different campus community members. The national conversation indicates that there is a perception that some voices are systematically excluded. Currently, Lehigh does not have any problems in dealing with various viewpoints. But this is precisely the time we should think about the future and develop a set of principles to articulate the Lehigh Community's point of view related to sharing and discussing diverse perspectives. For example, President Helble cited the statement adopted by the University of Chicago (the 'Chicago Principles'). President indicated his preference for Lehigh to adopt some principles and noted that he is thinking in terms of setting up a small committee to evaluate the following alternatives: (1) doing nothing; (2) adopting the Chicago Principles as is or with modifications; (3) developing our statement. If we do adopt some principles, a separate committee with some carry-over from the proposed committee to consider the

principles would be set up to implement and support the adopted principles. The following were the salient points mentioned during the ensuing discussion.

- The objective is to develop a set of principles and not policies. [President Joe Helble in response to Professor Mellie Katakalos]
- The adoption of the principles will send a message about the kind of intellectual and academic community Lehigh is [President Joe Helble in response to Professor Parveen Gupta, who wondered about the objectives we are trying to achieve]
- These principles are needed because some students are afraid to speak out due to their perception that their peers would disapprove of them. [Professor Kevin Narizny]
- Although some ideas may be embedded in Lehigh's Principles of Equitable Community, R&P, and student code of conduct, having a separate set of principles is essential. [Professor Joe Helble, in response to Professor Will Lowry, who wondered whether something over and above our Principles of Equitable Community is needed]
- Any principles should acknowledge Lehigh's history and evolution to offer value. [Professor Mellie Katakalos]
- The emphasis is on encouraging free and honest debate and is not exclusively on political or cultural views. [President Joe Helble in Response to Professor Hyunok Choi]
- It seems that we are anticipating a more divisive environment and the development of these principles appears to be some preemptive action. [Professor Parveen Gupta]
- The suggestion to charge an existing committee (inclusive community subcommittee of the Faculty Senate or the CEC) will be considered. Students will also be consulted in the process of developing the principles [President Joe Helble in response to Professor Jenna Lay]
- There is massive evidence of political bias in academia, and that can affect decisions like hiring and tenure. [Professor Kevin Narizny]
- Professor Frank Gunter asked for volunteers to serve on the committee proposed by the President.

## **5. Discussion on Matters Related to CIM and R&P Issues**

The pre-reads are available at  
<https://facultysenate.lehigh.edu/meeting-documents>

Professor Frank Gunter noted that the simplification proposed would reduce the number of course changes coming to the Senate from 300 to 50. Professors Angela Hicks spoke against the proposal and said that departments should consult with each other before proposing course changes. Professor Kevin Narizny spoke against the proposed changes and noted that some supervision beyond the departments is needed to prevent even inadvertent errors on the part of the departments. Professor Frank Gunter noted that adding layers would not necessarily improve quality.

## **6. Discussion on Matters Related to Protecting Faculty Personal Time**

A brief discussion took place about the issue. Some salient points made were prohibiting non-emergency emails outside 8 am to 5 pm on working days (Professor Frank Gunter), the need to understand cultural and legal issues (Professor Lindsey Reuben), accounting for the College of Education faculty teaching past 5 pm (Professor Esther Lindstrom), differentiating between fall/spring semesters and the summer (Professor Hyunok Choi), accounting for different working styles of different faculty members (Professor Peter Zeitler), considering the unintended consequences of losing faculty to other careers (Professor Lindsey Reuben), considering that academia is attractive because of the ability to set individual schedules and the associated cultural norms (Professor Kevin Narizny), the need to consider broader cultural issues beyond the email and understanding the root causes of decline in faculty and staff morale (Professor Jenna Lay), going beyond email to consider Slack, texting, WhatsApp, etc. (Professor Mayuresh Kothare), developing a culture of providing enough time for responding to email and other requests (Professor Yaling Liu).

Professors Frank Gunter and Peter Zeitler asked the senators to choose 1-2 priorities for the Senate to take up during this year.

## **7. Discussion of the Strategic Planning Group “Lehigh User Experience” (LUX)**

Professor Kathy Iovine and Vice Provost for LTS Greg Reihman made a presentation. The slides are available at  
<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/LUX%20Working%20Group-Slides%20for%20Engagement%20Meetings%28pdf%29.pdf>

## 8. Other Items Discussed

Professor Jenna Lay requested that the Faculty Senate meetings continue in the hybrid mode until a consensus is reached. She also pointed out the need to communicate the process for recognizing deceased faculty members to departments.

Respectfully submitted by

A handwritten signature in cursive script that reads "Siva". The signature is written in black ink and is positioned above a thin horizontal line.

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

**Secretary of the Faculty**