

LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on November 4, 2022, at 1:10 pm

Maginnes 101 and Via Zoom

**Do the Minutes include R&P Changes? Yes/~~No~~
Do they require Board of Trustees 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>]

1. Minutes of the Prior Faculty Senate Meeting

Professor Frank Gunter called for any corrections to the minutes of the Faculty Senate meeting of 09/30/2022. 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. Chairperson's Comments

Professor Frank Gunter noted the following:

- Based on a vote by faculty senators, the following senate priorities were identified: Faculty morale, shared governance, reducing individual letters for reappointments and promotions, faculty service – defining and reducing, how DEI figures in hiring and tenure decisions, improving financial assistance to graduate students, and critical thinking instruction in all colleges.
- Additional updates on the salary study will be provided at the December meeting.
- Provost Nathan Urban will report the aggregate data related to salary adjustments focused on addressing inequities in outlier cases. [In response to Professors Mellie Katakalos and Jenna Lay]

- Taking up the broader issues related to merit raises with the administration is being discussed by the Senate Executive Committee. [In response to Professor Mellie Katakalos]
- There was no objection to changing the April 2023 Senate meeting from 04/07/2023 (Good Friday) to 04/14/2023.

3. Changes to R&P 2.2.2.2 Faculty Voting Rights

Professor Peter Zeitler provided an overview. A motion to amend the R&P was made and seconded. The details are provided at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Faculty%20Voting%20Guidelines%2029Oct22.pdf>

Professor Gunter also moved that the Senate suspend the rules related to the second reading so that the changes can be approved by the Lehigh faculty and, subsequently, the Board of Trustees as soon as possible.

During the discussion, several issues and needs for clarification were raised. These include the omission of teaching assistant professors (Professor Dawn Keetley), the need for reconciling inconsistencies across different sections of the R&P (Professor Jenna Lay), the need to do these changes more thoughtfully rather than hurrying through these changes (Professor Angela Hicks and Professor Peter Zeitler), and the need to separate the POP issues for later consideration (Professor Jenna Lay). The motion was made to separate the changes about POPs from the changes related to teaching and research professors. This was approved.

In light of the discussion, Professor Frank Gunter withdrew the motion to expedite the approval of the changes.

The following change was approved by the Senate vote.

“As discussed below, teaching and research faculty at the full or associate professor levels may participate in hiring ~~and promotion~~ decisions of teaching or research faculty at or below their rank consistent with their employment contracts and their college’s rules on such activities. **Teaching and research faculty at the full or associate professor levels may participate in promotion decisions of teaching or research faculty below their rank consistent with their employment contracts and their college’s rules on such activities.”**

The second change related to the POPs was tabled. The Faculty Affairs Subcommittee will discuss the issue further and introduce the motion at a later meeting after ensuring no inconsistencies.

3. Second Reading: Changes to R&P 3.2.4 Roster of Studies

Professor Parveen Gupta introduced the motion for a second reading. The details are provided at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/3.2.4%20Roster%20of%20studies.pdf>

The Senate approved the changes. The revised text of the relevant portion of R&P 3.2.4 is given below.

1) A load exceeding 17 credits is an overload for first semester students. Exceeding 18 credits is an overload for all other students. Unless the normal departmental program requires more credits, required overload approvals by student status are:

<u>Student Status</u>	<u>Overloads of</u>
<i>First semester students:</i>	<i>Up to 18, Associate Dean More than 18, SOS</i>
<i>GPA less than or equal 3.5:</i>	<i>Up to 19, Associate Dean More than 19, SOS</i>
<i>GPA above 3.5:</i>	<i>Up to 20, Associate Dean More than 20, SOS</i>

3. Second Reading: Changes to R&P 3.2.7 Cross Registration

Professor Parveen Gupta introduced the motion for a second reading. The details are provided at

https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/Revised%20R%26P%20for%203.2.7%20Cross%20Registration_0.pdf

During the discussion, some issues were raised. These include a student's inability to register for courses not available during a particular semester (Professor Angela Hicks), the need to check with the associate deans of colleges regarding science courses involving labs (Professor Jenna Lay), the need to clarify the matter for graduate courses or other unintended consequences and the time of the offering of the courses (Professor Parveen Gupta).

The Senate voted to table the motion and bring it for discussion at a subsequent meeting.

4. New Business

Senators raised several issues. These issues include the need for faculty merit raises to keep up with inflation (Professor Mellie Katakalos), the cost of PPO health care options (Professor Angela Hicks, Professor Kevin Narizny, and Professor al Wurth), the need to examine how the university makes decisions regarding the different health insurance options (Professor Angela Hicks and Professor Mark Bickhart), HMO service is good but the problem may be that the coverage of hospitals under HMO plan could be expanded geographically and to include institutions such as CHOP that are necessary for families with exacerbated health needs (Professor Mayuresh Kothare, Professor Esther Lindstrom, Professor Mellie Katakalos), the timeline and the rationale for signing the compliance documents recently sent by the Office of the General Counsel (Professors Kevin Narizny and Professor Parveen Gupta), the need to think about what the Faculty Senate can do in these matters (Professor Peter Zeitler), the need for salary studies to include term faculty (Professor Jill Schneider), and the need to invite HR to the next Senate meeting to discuss health care options and the decision-making process (Professor Jenna Lay).

Professor Frank Gunter noted that the Senate Executive Committee would discuss these issues and develop an action plan.

5. Discussion of Faculty Participation in Graduation Ceremonies, R&P 2.5

Professor Frank Gunter initiated the discussion by noting that only a small number of faculty attend graduation ceremonies. The following were the salient points made during the follow-up discussion: The need to allow academic regalia purchase from the faculty startup funds (Professor Kristi Morin), the possibility of inclusion of graduation attendance in our PARs (Professor Parveen Gupta), recognizing that faculty members are already overloaded with service (Professor Angela Hicks), difficulties in attending events during weekends (Professor Esther Lindstrom), the need to amend R&P by removing the attendance requirement (Professor Kevin Narizny), lack of faculty participation is a symptom of faculty morale and lack of shared governance (Professor Parveen Gupta), make a recommendation for the university announce that it is willing to rent the regalia for all faculty wishing to attend ceremonies requiring such regalia (Professor Jenna Lay), and recognizing that R&P only mentions faculty attendance as an expectation rather than as a requirement (Professor Jenna Lay).

6. Discussion of Memorial Resolution Procedures

Professor Frank Gunter initiated a discussion on this topic. The following are some salient points discussed: Colleagues being unaware of the process and the need for the department chairpersons to be reminded about the same (Professor Jenna Lay and Professor Peter Zeitler), memorial resolutions are a mark of respect and their absence is another sign that the university

is becoming impersonal (Professor Parveen Gupta), and the advantages of having a website with details about the departed colleagues (Professor Kevin Narizny).

4. Subcommittee Updates

Faculty Affairs Subcommittee (Professor Jenna Lay)

Committee Focus: R&P clean up related to voting rights, working with the university ombuds to consider the process for implementing the faculty code of ethics, considering whether to discontinue individual letters for promotion and reappointments, documenting service load in the promotion and tenure processes, and faculty and staff morale.

Points made during the follow-up discussion: Beyond the salary, people want to be consulted and listened to (Professor Peter Zeitler), it takes a long time to build back the morale once it is lost (Professor Parveen Gupta), the lack of resources commensurate with our R2 status and undue service expectations (Professor Esther Lindstrom), incorporating non-linearity in the 40/40/20 faculty evaluation model (Professor Mark Bickhart), the need for following a portfolio approach across a department rather than requiring each faculty member to excel in all dimensions (Professor Frank Gunter), the current rewards asymmetrically favor research performance (Professor Parveen Gupta), the need to conduct a survey to find out why faculty morale is low and assessing if the leadership is willing to change (Professor Kristi Morin), teaching is important but supporting activities such as advising and student help should have more support to save faculty time if we aspire to be an R1 type of university (Professor Mayuresh Kothare), and the need to have a broader conversation about what we value as a university (Professor Jenna Lay).

Inclusive Community Subcommittee (Professor Hynok Choi)

Committee Focus: How can we translate the principles of equitable community to implement changes?

Respectfully submitted by

A handwritten signature in cursive script that reads "Siva". The signature is written in black ink and is underlined with a single horizontal stroke.

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