

LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on November 5, 2021, 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 as 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 10/01/2021. 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. Faculty Compensation Survey

Deputy Provost for Faculty Affairs Jackie Krasas made a presentation. The slides used are available in Appendix 2.

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

The following are the salient points made during the discussion.

- The Faculty Senate and the Department Chairs are organizing a town hall to discuss salary equity issues. [Professor Kathy Iovine]
- Salary equity and Lehigh's competitiveness in attracting faculty are critical considerations in the determination of faculty salary. [Provost Nathan Urban]
- There was a brief discussion about the confidentiality of faculty salary. Issues such as

whether there was a formal faculty or administrative decision about confidentiality, the timing of the decision, and whether it can be changed [Professors Jenna Lay and Josh Pepper], confidentiality being a broader question that should be discussed among faculty [Deputy Provost Jackie Krasas], it has been a practice for public universities to reveal faculty salaries due to state open records laws and for private universities to keep the salary data confidential [Vice Provost of Institutional Research and Strategic Analytics Yenny Anderson], not all public universities reveal faculty salaries [Provost Nathan Urban], corporations maintaining confidentiality to maintain inequities [Professor Jill Schneider], the need to be careful not to reveal individual faculty data by implication when reporting aggregate salary data of small faculty groups [Deputy Provost Jackie Krasas], providing control to the individual departments to choose peer universities for comparison may create issues for benchmarking [Professor Kathy Iovine], the University did not address the equity issues identified in the 2016 salary study [Professor Frank Gunter], salary should be understood holistically including summer compensation from grants and other sources [Provost Nathan Urban], the dependence on tuition revenue [Provost Nathan Urban], and that budget allocation for salaries depends on several factors and Lehigh is committed to be competitive in faculty salaries. [Provost Nathan Urban]

3. F1RST+ Student Support

Director of Student Access & Success Denise Beautreau provided an update. The slides are given in Appendix 3. Information about the resources is available in Appendix 4.

[Appendix 3 and Appendix 4 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

The following were the salient points made during the discussion.

- Faculty Secretary's Note: Link shared by Provost Nathan Urban - <https://collegetransitioncollaborative.org/about/mission/>
- Help to the students should be provided early in the semester so that there is time to rectify academic performance issues during the semester. [Professor Angela Hicks]
- Office of Student Access & Success collaborates with College Associate Deans for Undergraduate Programs. Faculty also can proactively intervene earlier by contacting the Office of Student Access & Success if students are not doing well in their courses. The Office of Student Access & Success has limited resources. [Director of Student Access & Success Denise Beautreau in response to Professors Angela Hicks and Frank Gunter]
- It would be helpful if the role of the Office of Student Access & Success could be publicized more, including clarifying where in the Banner system faculty might learn

about students who will potentially benefit from early interventions. [Professors Angela Hicks and Jenna Lay]

- It is also possible to mobilize alumni to help students [Assistant Vice President for Alumni Relations Jennifer Cunningham]

4. Lehigh Connects Mentoring Program

Assistant Vice President for Alumni Relations Jennifer Cunningham, Director of Career Education Karen Kuczynski, and Associate Director of Alumni Relations Lindsay Drake provided information about Lehigh Connects and demonstrated the same. The presentation is available in Appendix 5.

[Appendix 5 available at <https://facultysenate.lehigh.edu/meeting-minutes>]

The following were the salient points made during the discussion:

Faculty can encourage students looking for career advice and connections to register with Lehigh Connects, which has 5,000+ alumni and nearly 3,000 student users. Lehigh Connects is the university's official networking platform for alumni to student and alumni to alumni career networking and mentoring.

Graduate students and faculty can use the Lehigh Connects system. The link is lehigh.peoplegrove.com and faculty/staff and students can use their SSO to access the platform. [Ms. Lindsay Drake in response to Professors Kathy Iovine and Jenna Lay]

Lehigh Connects uses a leading software platform focused on mentoring students. [Senior Director of Career & Professional Development Lori Kennedy in response to Professor Hugo Caram's question about the other universities using the same software]

7. Other Points Discussed

- Several faculty members [Professors Kathy Iovine, Sara Kangas, Mellie Katakalos, and Jenna Lay] raised the issue of poor morale on campus and the need for the Senate to do something to address the situation. The morale issue was deemed relevant for students, faculty, and staff.
- The service expectations for newly promoted Associate Professors are drastically high; faculty are often not equipped to deal with student mental health issues. [Professor Jeremy Littau]

- There has been no discussion about drastic changes in the process or standards for awarding promotion and tenure. [Professors Frank Gunter and Kathy Iovine in response to Professor Josh Pepper's remark that some faculty are concerned with the rumor about changes in the promotion and tenure process]
- Research performance is rewarded and recognized disproportionately, while faculty support for student welfare is not adequately recognized at Lehigh. [Professor Mellie Katakalos]
- There is some discussion to incorporate faculty contributions to diversity, equity, and inclusion (DEI) in the promotion and tenure consideration and the associated documentation. It is best if these ideas are developed by the faculty and then communicated to the administration. [Professor Kathy Iovine]
- The Senate Subcommittee on Inclusive Community is working with the Deputy Provost for Faculty Affairs and will consult with faculty about the mechanism for recognizing DEI activities in the promotion and tenure process. [Professor Ed Gomez]
- There is a need to develop a comprehensive document delineating the resources and structures needed to achieve the above task. [Professor Mellie Katakalos]

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