

LEHIGH UNIVERSITY FACULTY SENATE

Minutes of the Meeting held on **December 2, 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 **11/04/2022**. 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. Graduation Motions

The graduation motion related to January 2023 graduation was moved, seconded, and passed. They are given in Appendix 2.

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

3. Chairperson's Comments

Professor Frank Gunter noted the following:

- Budgetary and tax implications of faculty's ability to use their professional development funds to buy academic regalia are being examined by the Senate.
- Additional updates on the salary study will be provided at the December meeting.

- Faculty memorial resolutions from 2018 are available on the Faculty Senate website. Departments will be asked to nominate faculty members to read memorial resolutions for departed colleagues.
- Regarding faculty senators' attendance in meetings, only two meetings can be missed; senators can send a proxy to attend selected meetings.
- A review of documents faculty are asked to sign every year is being taken up with the senior administration.
- Potential ideas for the Spring 2023 University faculty meeting: State of the University, topics related to term faculty, rules governing the awarding of emeritus status, perspectives on strategic planning (Professor Mayuresh Kothare), meeting location to be Wood Dining room to create a different environment to generate attendance (Professor Mellie Katakalos)

4. Second Reading: 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/R%26P%202.2.2.2%20Faculty%20Voting%20Guidelines%2025Nov22.pdf>

The Faculty Senate approved the change.

The revised text of the change, along with the change approved at the last meeting, is given below.

“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. 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 entire Lehigh faculty body will now vote on this, and if approved, it will be submitted to the Board of Trustees for approval.

5. New Business

Professor Jenna Lay noted the following still unresolved issues: merit raise not keeping with inflation, health insurance issues and the presentation by Human Resources at the February 2023 Senate meeting, review of documents faculty are asked to sign periodically, and the inclusion of term faculty in salary studies with the caveat that the issue is difficult due to different universities using different definitions for term faculty. Professor Clay Naito noted that many years ago, faculty cell phones were allowed to be purchased using university funds but are not allowed now. Deputy Provost Jackie Krasas and Professor Frank Gunter noted that they would take up the issue of allowable expenditures (e.g., academic regalia), tax implications, and related issues with the Provost.

Additional issues for future consideration include the awarding of emeritus status to term faculty (Professor Clay Naito), cases involving dismissal for cause and faculty resigning during an investigation by the university (Professor Frank Gunter), faculty oversight of PARs and teaching evaluations (Professor Kevin Narizny), mid-term teaching evaluations (Professor Jenna Lay), and some documents related to benefits being available at HR only as hard copies for faculty to look at (Professor Clay Naito).

6. Provost's Presentation

Provost Nathan Urban made a presentation on "The Higher Education Landscape." The slides are available at Appendix 3.

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

During ensuing discussion, the following salient points were made: The need to incorporate the teaching of skills in the curriculum and outside the curriculum (Professor Mellie Katakalos), the need to build trust to ensure view point diversity (Professor Kevin Narizny), rapid expansion of administration relative to faculty as the reason for the increasing cost of higher education (Professor Kevin Narizny), the biggest reason for cost increase in higher education is the resistance to improve and the regulatory burden (Provost Nathan Urban), except for some rare instances such as Amazon, companies are not willing to get into the educational landscape (Provost Nathan Urban), the need to examine how Lehigh is changing in response to the changes and new information (Professor Kristi Morin), the need for discussing the challenges to higher education before the budgeting process starts at Lehigh (Professor Peter Zeitler), the proposed ideas during the strategic planning process will be evaluated based on their potential to generate impactful outcome and opportunities will be there to discuss different ideas and the evaluation mechanisms (Provost Nathan Urban), Lehigh seems to be behind in making the physical infrastructure as a point of attraction compared to recent investments by institutions such as NYU (Professor Mayuresh Kothare), the future of higher education at the undergraduate level is not going to be online but authentic in person immersion and this is

going to be expensive and it is not advisable for us compete on price (Provost Nathan Urban), masters and professional education will rely more on online medium (Provost Nathan Urban), need to recognize the lack of demand for some programs by the College of Education and to consider faculty burnout (Professor Esther Lindstrom), and we should also be thinking about what we are not going to do and what we trust others to do to reduce faculty fatigue (Provost Nathan Urban).

7. Faculty Salary Study

Deputy Provost for Jackie Krasas and Vice Provost of Institutional Research and Strategic Analytics Yenny Anderson made a presentation. A copy of the slides is available in Appendix 3.

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

The following were the salient points made during the presentation.

The following points were made during the presentation and discussion.

- AAUP data cannot provide department- or field-level information. [Vice Provost Yenny Anderson in response to Professor Esther Lindstrom]
- Issues related to transparency and confidentiality of sharing the CUPA-HR Faculty Salary information more broadly with Lehigh faculty are being examined. [Vice Provost Yenny Anderson in response to Professor Jenna Lay]
- The major adjustment that needs to be made in correcting Lehigh and AAUP data presented earlier by the Faculty Senate is that instead of the word “percentage,” the word “percentile” should be used. [Deputy Provost Jackie Krasas and Vice Provost Yenny Anderson in concurring with Professor Siva K. Sivakumar’s observation]
- It is unclear what the meaning of 90% of the mean salary is. [Professor Mayuresh Kothare]
- Cost of living data is not taken into account in these comparisons. [Deputy Provost Jackie Krasas in response to Professor Damien Thevenin]
- It is useful if faculty benefits are included in the aggregate salary data [Professor Esther Lindstrom]
- Knowing the trend in faculty salaries relative to peer institutions will be useful. [Professor Frank Gunter]

- Selected cases of individual salary adjustments will be made by the Deans effective January salaries, and these changes will be communicated to the concerned faculty members. [Deputy Provost Jackie Krasas in response to Professor Clay Naito]
- Salary adjustments must be made on an ongoing basis rather than this being a one-time exercise. [Professor Jenna Lay]
- Senior leadership should consider the implications of awarding percentage raises since this will further exacerbate inequalities. [Professor Ethan Van Norman]
- Provost's Office is considering the amount of promotion "bump" to reduce inequities. [Deputy Provost Jackie Krasas]

Respectfully submitted by

A handwritten signature in cursive script that reads "Siva". The signature is written in black ink and is positioned to the left of a vertical line.

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