



# NEWS & NOTES

November 11, 2020

This newsletter contains a brief summary of the proceedings of the Faculty Senate Meeting held on **November 6, 2020**. As a reminder, faculty can view the full details of Senate meetings by reviewing the minutes found on the Faculty Senate Website. [facultysenate.lehigh.edu/meeting-minutes](http://facultysenate.lehigh.edu/meeting-minutes)

## ***PAR Submission for 2020***

A proposal was made to suspend PAR submission for 2020. The proposal would have the next set of raises be based on four years of previous activity, rather than three. A desire was also expressed to allow people to enter their information on their own time, with Lyterati open throughout the year, rather than a crunch time in January. The Senate voted to support a recommendation of suspension of PAR submission this year.

## ***Composition of the GRC***

A second reading was made for a proposal to change the composition of the GRC, which passed.

## ***Scholastic Probation***

A first reading of a proposal adjusting the structure of scholastic probation was made. This was based on concerns that the way probation is experienced by struggling first-year students was problematic, especially for first-generation students. The proposal involves an option for scholastic warning, rather than probation and a standard for minimum academic progress for undergraduates.

**The University Faculty Meeting with Provost Urban and Vice President for Finance & Administration, Pat Johnson is scheduled for Thursday, November 19 at 4:30p.m. - 6:00pm. This meeting will be held via Zoom.**

## ***Diversity, Equity and Inclusion Initiatives Update***

Donald Outing, Vice President for Equity and Community, University Diversity and Inclusion Officer, gave a presentation on DEI issues and the antiracism initiative. Many activities in this area are ongoing. These include:

- The ongoing development of activities within the newly created DEI office
- An auditing of current university practices to see how they impact DEI
- An ongoing review of LUPD activities
- More university support for 1st year students

The CEC is leading this overall initiative. That office is undergoing a re-organization to make sure that it is more representative of the university, including different existing DEI groups in various university stems. They are also developing metrics to measure the success of the initiative components.

Questions about this topic brought up the level of support for the initiative from the Board of Trustees. Their refusal so far to rescind the honorary degree to Trump was particularly noted. There were also questions about the commitment of the BoT and the university leadership to diversity and equity because of the long-delayed and (in some opinions) insufficient response to the public attacks on Prof Sirry Alang. We then had reports from the different Senate subcommittees on their roles in the antiracism initiative.

## ***CR/DCR/NCR***

There was a discussion and vote on proposed grading option changes for Fall 2020 from the Student Senate. The class drop period has already been extended through December 4, 2020, and the issue was whether to re-adopt the CR/DCR/NCR option that was available last semester. Ed Pol discussed the possibility of doing that, or alternately adopt an expanded version of the existing Pass/Fall options for this semester and Student Senate has circulated a petition supporting such an option as well.

The benefit of the CR/DCR/NCR option is that it provides insight into "C" grades which are important for students to move on to later classes. The downside is that it is not really part of R&P, and we would be continuing an ad-hoc grading scheme. The sense of the senate was to employ the CR/DCR/NCR option, although there was a question of whether students would have to decide to invoke the option before finals, or to do so after finals but before they see final grades.

The Senate voted to support the use of CR/DCR/NCR with students given the option to apply it through the 14th week of class.