

## Second Reading: December 6, 2019

### Motion to Dissolve

Upon approval of the Senate, the following committees are to be dissolved: ***(R&P 1.3.2.7) Faculty Committee on Advancement and (R&P 1.3.2.3) Faculty Compensation Committee.*** The duties and responsibilities in each committee, as currently outlined in the Rules and Procedures of the Faculty, will be assumed by the Faculty Senate.

#### Rationale:

*Faculty Committee on Advancement:* In consultation with select members of the Faculty Committee on Advancement, and with the Faculty Senate, it is determined that the primary duties consist of representing the concerns and perspectives of the Faculty to the Advancement Office. Given the primary role of the Faculty Senate is to serve as the representative voice of the Faculty, the Senate feels that it is the most efficient body to collaborate and advise the Advancement Office. As needed, the Senate will task its' Major Initiatives Subcommittee to gather feedback and provide advice on capital campaigns.

*Faculty Compensation Committee:* The committee's current charge involves: investigating the level of faculty compensation and benefits relative to market conditions, peer institutions, university priorities, and faculty needs; and to meet regularly with the administration to participate in the formation of compensation policy and the distribution of fringe benefits. Since the inception of the Faculty Senate, the Executive Committee has taken on the role of regularly meeting with the administration to discuss matters of significance to the Faculty including issues of compensation and benefits. The Faculty Senate feels the its Major Initiatives Subcommittee would identify relevant faculty experts, as needed, to periodically investigate faculty compensation and benefits as it relates to our peer institutions, university priorities and faculty needs. A majority of the current Faculty Compensation Committee supports this motion.

### Current Language

#### *1.3.2.7 Faculty Committee on Advancement*

The committee on advancement represents the Faculty in setting strategic priorities in advancement for Lehigh University. The committee collaborates with the Advancement Office with particular focus on:

- Providing Faculty advice and feedback on capital campaigns – specifically with regard to faculty perspectives on priorities,
- Occasionally engaging faculty members in advancement efforts, as appropriate, and
- Raising the level of awareness among faculty with regard to activities of the Advancement Office.

The committee consists of six voting members of the faculty who will serve three-year nonconcurrent terms. The committee will consist of one member elected from each of the colleges (College of Education, College of Business, P.C. Rossin College of Engineering and Applied Science, and College of Arts and Sciences) and two at-large representatives elected from the faculty at-large. One of the elected faculty members in his/her third year is chair of the committee and one of the second year members is chair-elect. Both the chair and the chair-elect take office on July 1. The at large representatives serve as liaisons to the Board of Trustees Committee on Advancement. The committee chairperson represents the Advancement Committee when communicating with the Faculty Senate. College representatives to this committee report to their colleges and thereby facilitate interactions between faculty and the Advancement Office.

Meetings of the committee shall be attended by the Vice President and Associate Vice President for Advancement (or her/his designee). Upon request approved by the committee chair, the meetings are open to other individuals in the university community. Minutes of the committee's meetings are sent to the Provost's Office and posted on the Lehigh University faculty website.

#### *1.3.2.3 Faculty Compensation Committee*

The committee on faculty compensation consists of nine members of the voting faculty: two each from the College of Arts and Sciences, the College of Business, and the P.C. Rossin College of Engineering and Applied Science, one from the College of Education, and two at-large. At least one of the two at-large members will be an assistant professor at the time of the election. All members are elected by the entire faculty for three-year, staggered terms. The committee investigates the level of faculty compensation and benefits relative to market conditions, peer institutions, university priorities, and faculty needs. It meets regularly with the administration to participate in the formation of compensation policy and the distribution of fringe benefits. The committee reports regularly to the Faculty Senate on its findings and recommendations.

The minutes of the committee are sent to the Provost's Office and posted on the Lehigh University Faculty Senate website. The committee chairperson represents the faculty compensation committee and serves as a liaison to the Faculty Senate.