

## Faculty Voting Guidelines

25 November 2022

### As Amended During First Reading at November 4, 2022 Senate Meeting

R&P 2.2.2.2 Voting Members (**Recommended additions are in red/bold/italic.** Deletions are ~~struck out.~~)

University faculty (tenured and tenure track) have the right to vote on all Department, College, and University issues including elections, curriculum issues, and changes to all sections of R&P. As discussed, in Section 2.2, university faculty (tenured and tenure track) may participate in hiring, tenure and promotion decisions for all faculty and are eligible for college promotion and tenure committees. University (tenured and tenure track) faculty are eligible to serve on all college and university committees subject to the specific R&P guidance on committee membership.

Teaching and research faculty at the full or associate professor levels, as well as professors of practice who have spent six or more cumulative semesters at Lehigh, have the right to vote on department, college, and university issues, including department and college elections and changes to Section 3 of R&P. Teaching faculty and research faculty at the full or associate professor ranks as well as professors of practice who have spent six or more cumulative semesters at Lehigh also have the right to vote on curriculum issues in their department and college.

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 are eligible to serve on all college and university committees subject to the specific R&P guidance on committee membership and consistent with their employment contracts and their college's rules on such activities.

Visiting and adjunct faculty are not voting members of the Lehigh faculty. However, consistent with their college's rules, visiting and adjunct faculty may serve on committees as non-voting members.

### Discussion

This change clarifies that Research and Teaching Term Faculty at the Associate and Full ranks may only participate in promotion decisions for Research and Teaching Faculty of *lesser* rank, consistent with 2.13.2, 2.13.3, 2.14.2, and 2.14.3.

*Discussion of application of Amended R&P 2.2.2 Voting Rules*

Abbreviations

TT/T – tenure track and tenured faculty

PoP – Professors of Practice

Term – Research faculty, teaching faculty, and Professors of Practice

Term Plus – Full and Associate Teaching and Research Faculty AND PoP with six or more semesters at Lehigh

Questions and answers for amended R&P 2.2.2.2 Voting Members

1. Vote to change R&P Section 1: Faculty Shared Governance and Section 2: Employment Policies for Academic Employees?
  - a. TT/T faculty only
2. Vote to change R&P Section 3: Educational Requirements and Procedures?
  - a. TT/T faculty
  - b. Term Plus faculty
3. Vote for Senators or serve as Senators?
  - a. TT/T faculty only
4. Vote on Department and College issues including curriculum but excluding decisions related to hiring, tenure and promotion?
  - a. TT/T faculty
  - b. Term Plus faculty
5. Vote in Department and College elections?
  - a. TT/T faculty
  - b. Term Plus faculty
6. Participate/vote in hiring, tenure, and promotion decisions for TT/T including service on Promotion and Tenure Committees?
  - a. TT/T faculty only
7. Participate/vote in hiring decisions for Term faculty?
  - a. TT/T faculty
  - b. Teaching and Research Faculty at the Associate or Full Professor ranks may participate/vote in hiring decisions only for Term faculty of the same or lesser rank
8. Participate/vote in promotion decisions for Term faculty?
  - a. TT/T faculty
  - b. Teaching and Research Faculty at the Associate or Full Professor ranks may participate/vote in promotion decisions only for Term faculty of lesser rank

9. Serve/vote on College and University Committees (subject to specific R&P guidance on each committee's membership)?
  - a. TT/T faculty
  - b. Teaching and Research Faculty (provided committee membership is consistent with employment contracts AND their colleges' rules on such activities)
  
10. Note that visiting and adjunct faculty are NOT voting members of the Lehigh faculty. However, consistent with their college's rules; visiting and adjunct faculty may serve on committees as non-voting members

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