

Second Reading 6 May 2022: Amendment to faculty composition of the University Council for Equity and Community (CEC).

Current Language:

1.3.4.2 Faculty Representation on the Council for Equity and Community

There shall be seven faculty representatives who are elected to serve as members of the larger University Council for Equity and Community (CEC). These faculty representatives shall include one college-elected faculty member from each college (College of Arts and Sciences, College of Business, College of Education, College of Health, and P.C. Rossin College of Engineering and Applied Science) and two members-at-large elected by the faculty as a whole. Representatives shall serve three-year staggered terms, each term beginning July 1 of the year of election.

Elected CEC faculty representatives shall represent faculty interests and serve as liaisons between CEC and the faculty for advancing policies and initiatives on diversity and inclusion, coordinating related activities across the community, proposing implementation mechanisms and measurements for progress at the university and unit levels, and enhancing faculty awareness of key issues, concerns and initiatives, related to Lehigh's campus climate and culture. In accordance with CEC bylaws one elected faculty representative shall be elected by the members of the CEC to serve as the CEC Faculty Tri-Chair. The CEC Faculty Tri-Chair is also a liaison to the Board of Trustees Subcommittee on Diversity and Inclusion.

Proposed New Language:

1.3.4.2 Faculty Representation on the Council for Equity and Community

The University Council for Equity and Community (CEC) shall include six faculty representatives: five faculty members, one elected from each of the five colleges to staggered three-year terms; and one Faculty Senator selected by the Faculty Senate Executive Committee. Faculty representatives are to be selected from the ranks of all voting members of the faculty as specified in section 1.1.2.

Elected CEC faculty representatives shall represent faculty interests and serve as liaisons between CEC and the faculty for advancing policies and **in support of the on-diversity, equity, and inclusion, and anti-racist goals of Lehigh University. Additionally, faculty representatives are expected to actively participate in the CEC, to regularly attend the monthly meetings, and to report back to their respective college faculty at least twice an academic year. Other responsibilities include:** coordinating related activities across the community; proposing implementation mechanisms and measurements for progress at the university and unit levels; and enhancing faculty awareness of key issues, concerns and initiatives, related to Lehigh's campus climate and culture. In accordance with CEC bylaws one elected faculty representative shall be elected by the members of the CEC to serve as the CEC Faculty Tri-Chair. The CEC Faculty Tri-Chair is also a liaison to the Board of Trustees Subcommittee on Diversity and Inclusion.

Rationale:

- The Faculty Senate did not have a dedicated representative on the CEC. Accordingly, the Faculty Senate Executive Committee (FSEC) proposes replacing the two at-large positions with one faculty senator—chosen by the FSEC. This change grants the senate leadership the needed flexibility to consider and ensure balance in the service and committee obligations of individual senators whilst ensuring a direct connection between the faculty senate and the CEC.
- The FSEC considered a request from the CEC to amend the process for selecting faculty representatives by eliminating elected representatives and adopting a process whereby the representatives were appointed by their respective college deans. It was strongly felt that maintaining elected positions was critical to support faculty governance and preserve faculty control over who represents them in this important area.