



Consistent with R&P 1.2.8.1, it is the sense of the faculty that Provost Nathan Urban should place a hiatus on the PAR submission process in January 2021, as discussed in the attached proposal.

Specifically, we recommend that any merit raises in 2021 be based on faculty's January 2020 PARs, with the exception of new faculty, who should be given the option to complete a PAR in 2021 or be offered the average departmental merit raise. In January 2022, the review process should include four years, rather than three, to incorporate all information from the hiatus period.

We also recommend that Lyterati remain open throughout the year, so faculty are able to update information at their leisure, and that the administration add a section to the PAR that attempts to account for the extraordinary efforts faculty have undertaken during this challenging time.

In an almost unanimous vote by the Faculty Senate on November 6, the sense of the faculty recommending a PAR hiatus was approved.

This sense of the faculty resolution will be submitted to President John Simon, Board of Trustees Chairman Kevin L. Clayton, Provost Nathan Urban, and the Deans of the five Lehigh Colleges.

Respectfully submitted,

M. Kathryn Iovine PhD  
Chairperson of Faculty Senate  
Professor of Biological Sciences