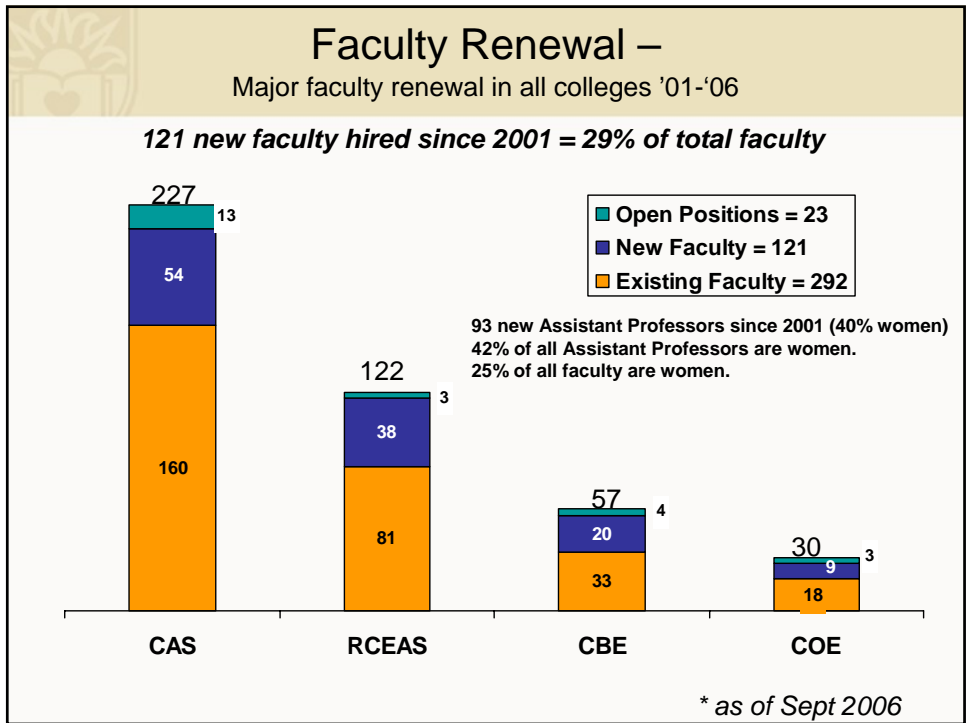


LEHIGH
UNIVERSITY.

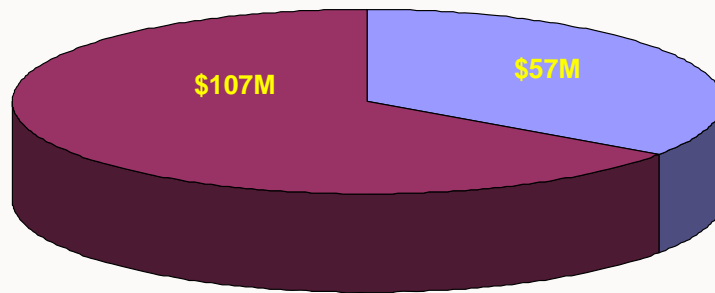
**Profiles and Productivity of Lehigh
University's New Faculty
A Five Year Study**

Academic Affairs Committee
October 20, 2006



2020 Initiative and Leveraging of 2020 Money

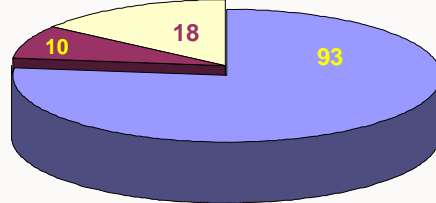
■ College and Provost ■ 2020



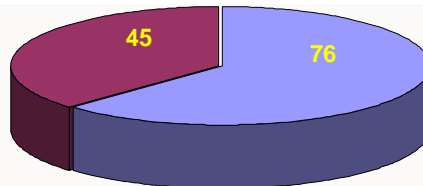
(Faculty renewal = \$130M; Infrastructure \$34M)

Profile of 121 New Faculty *Gender and Demographics*

■ ASSOC □ FULL ■ ASST



■ WOMEN ■ MEN



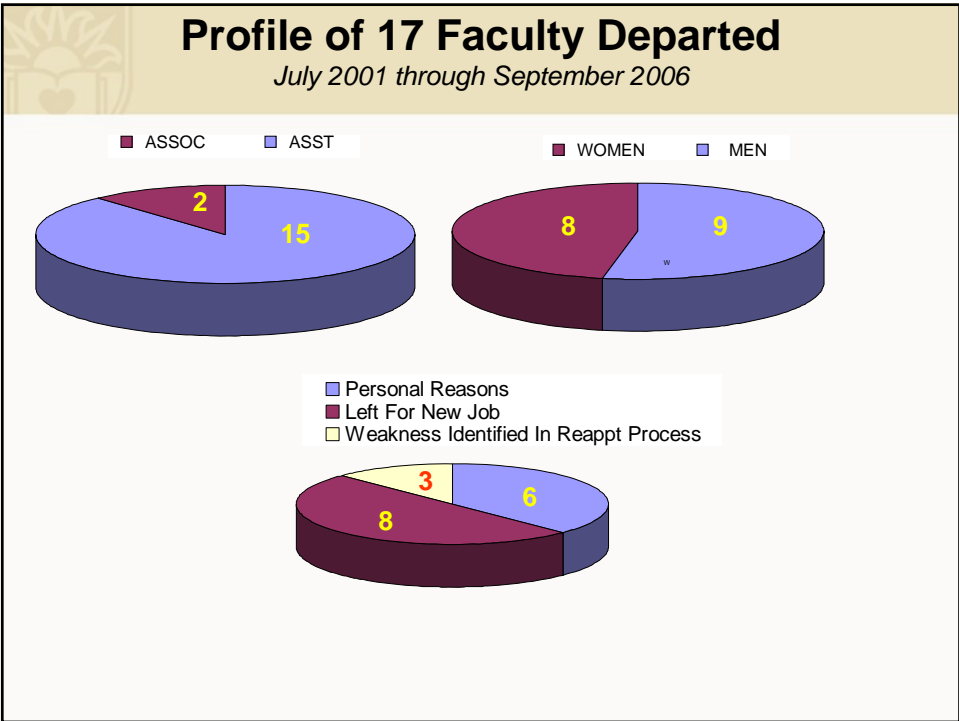
Faculty Retention

July 2001 through September 2006

- **TOTAL # HIRED** **138**

- **TOTAL # DEPARTURES** **17**

- **FACULTY REMAINING** **121**



New and Current Faculty Contributed to the Establishment of
New Academic Majors

Analytical Finance	Applied Life Sciences
Applied Sciences	Architectural History
Art History	Bioengineering
Computer Science & Business	Design Arts
Environmental Engineering	Environmental Studies
Global Studies	IBE
Information & Systems Engin.	Music Composition
Pharmaceutical Chemistry	Supply Chain Management

New and Current Faculty Contributed to the Establishment of
New Minors and Other Programs

BIS Applications	BIS Technology
Business {for non-Business majors}	Design Arts
Engineering {for non-Engin. majors}	Entrepreneurship
Environmental Studies	Humanities – Ethics
Humanities - Medieval Studies	Integrated Program in Real Estate
International Communication	International Economics
International Film	Japanese language
Materials Science & Engin.	Music Industry
Nanotechnology	Peace Studies
Public Policy Economics	
ArtsLehigh	
Global Citizenship Program & (CERT)	



New Faculty
Research Expertise by Clusters

- Biology, Life Sciences, Environmental, and Molecular Engineering --- **34**
- Integrative Engineering and Information Systems --- **21**
- Nanoscience and Technology --- **16**



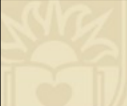
New Faculty
Research Expertise by Clusters

- Cognitive Science, Sociology, Psychology, and Political Sciences --- **9**
- Math --- **4**
- Design Arts --- **2**
- English Literature --- **5**
- Globalization and Social Change --- **5**
- Women Studies --- **3**



New Faculty
Research Expertise by Clusters

- Financial Services --- 7
- Health and Bio Pharm --- 3
- Value Chain Research --- 5



New Faculty
Research Expertise by Clusters

- Promoting Disability Research into Educational Practice and Enhancing Knowledge in Multiculturalism --- 5
- Leadership in Urban and Rural Schools --- 5
- International and Comparative Educational Issues and Technological Innovation in Teaching and Learning --- 3



Expectations and Reviews of Faculty

- Excellence in Teaching, Research & Scholarly Work and Service
- Annual review for all faculty (chairs & deans) [Publications, performances, conferences, books, and other scholarly indicators; sponsored research as appropriate, teaching, advising undergraduate and graduate students, and service to Lehigh and profession]
- Bi-annual reappointment reviews for Assistant Profs (chairs, deans, & provost)
- Tri-annual reviews for Associate Profs (chairs)
- Tenure review for Assistant Profs (6th year – external reviewers, faculty, chair, college P & T, dean & provost)



Take Home Messages

- Faculty Renewal (29% of total) is contributing to enhancing the intellectual capital of Lehigh
- New Faculty worked side by side with Senior faculty in the creation of distinctive academic programs both in teaching and research
- We must continue to protect and grow Lehigh's intellectual capital through:
 - Maintaining high standards in reappointments and tenure
 - Enhancing faculty mentoring
 - Continue to invest in academic infrastructure & enhance faculty environment