

Faculty Meeting Agenda

3 December 2001

(Revised 11/28/01)

Call to order at 4:10 pm, University Center Room 308
Refreshments will be served at 3:30 pm in the Faculty Lounge of the University Center

1. Corrections or approval of the 15 October 2001 faculty meeting minutes
2. Graduation Motions – Bruce Correll
3. Unfinished Business
4. New Business
5. Committee Reports
 - Equal Opportunity/Harassment Policy Committee – Professors Jean Soderlund & Rick Weisman
 - Faculty Compensation Committee – Professor Neal Simon
6. President's Report
7. Provost's Report
8. Adjournment

Please note the following meeting dates for Fall 2001 and Spring 2002:

4 February 2002
25 March 2002
6 May 2002

All meetings will begin at 4:10 p.m. in the University Center Room 308, preceded by refreshments served at 3:30 p.m. in the Faculty Lounge of the University Center.

NEXT MEETING: 4:10 PM 4 February 2002, University Center Room 308.
Refreshments at 3:30 PM in the Faculty Lounge.

Lehigh University

MINUTES OF THE FACULTY MEETING

3 December 2001

Presiding: Gregory Farrington (University Center 308)

President Farrington called the meeting to order at 4:10 PM

1. **Minutes.** The minutes of the October 15, 2001 faculty meeting were then APPROVED
2. **January Graduation Motions.** Registrar Bruce Correll MOVED the three customary January graduation motions [see Attachment 1]. The motions were SECONDED and APPROVED.
3. **Unfinished Business.** Professor Peter Beidler MOVED that the faculty send its enthusiastic congratulations to the coaches and players of the football team, and to offer the faculty's best wishes for success in the NCAA Division I-AA playoffs [see Attachment 2]. The motion was SECONDED and PASSED.

Registrar Correll noted that members of the football team (as well as other students traveling with the football team) would miss the first day of RCS and, possibly, some final exams

President Farrington inquired as to the process for accommodating these students.

Professor Bob Folk MOVED that affected students be granted special privileges to make up exams and study periods. The motion was SECONDED and PASSED.

4. **New Business.** None.
5. **Committee Reports.** Professor Rick Weisman, on behalf of the Equal Opportunity and Harassment Task Force, reported that the task force was developing an internal university policy on equal opportunity and harassment. He noted the importance of a sound internal policy should a complaint be taken off-campus to a court of law. He said the task force welcomed feedback, but not today!

The task force will have open meetings and he encouraged faculty to visit the Web site, and to personally provide the task force members with feedback or use the Web site to provide feedback.

Based on current feedback, there will be a second draft of the policy by winter break with brown bag luncheons scheduled for January 15, 2002 for staff; January 22 for faculty; and, January 23 for students. After these luncheons, a third (and final) draft will be created.

The faculty, student senate and ERAC will all have a 'vote' on the final policy. Professor Weisman suggested that faculty could vote on the proposal via a mail ballot rather than at a formal 4 PM faculty meeting.

Professor Folk acknowledged the presentation to the CAS last week and noted concerns in the areas of: procedures for a formal hearing; the guarantee of rights for the accused; and, whether those rights will be explicitly spelled out in the policy. He objected to the idea of a mail ballot since he believes the opportunity to amend the proposal should be preserved.

Professor Sudhakar Neti asked whether there would be a separate document on equal opportunity and a separate document on harassment, or one document covering both. Professor Weisman indicated there would be a document on harassment first followed by a separate document on equal opportunity.

Professor Rich Aronson asked whether the faculty would vote by mail.

Professor Weisman said he was not sure and suggested this would be an appropriate topic for the February 4, 2002 faculty meeting.

Professor Neal Simon, on behalf of the Faculty Compensation Committee provided an update. The benefits picture for the coming calendar year is roughly unchanged. A new portable dental plan through United Concordia has been added. Supplemental life insurance premiums have risen slightly but are still roughly competitive with premiums offered by TIAA/CREF.

In terms of medical plans, the Blue Cross/Blue Shield partnership ends on March 31, 2002, and the \$200/\$600 deductible BC/BS plan ends on December 31, 2002. The overall increase in BC/BS premiums is 5%. Other health insurance plan premiums have also risen due to rising health care costs.

Professor Aronson asked if, in light of the demise of the Blue Cross/Blue Shield plans, that means everyone would be forced into an HMO. Professor Simon said he was not sure.

On salaries, Professor Simon noted that CUPA data on reference schools would be forthcoming through the efforts of Nelson Markley. This will include institution-by-institution data with departmental data. The FCC has received no data yet. Some schools will be eliminated from the data for example, universities with operating budgets under \$150 million. The FCC hopes to reach agreement with the administration on the database for use by the spring of 2002.

6. **President's Report.** President Farrington began by noting the end of an extraordinary semester as if we have lived 3 semesters in 1. He bulleted the following: 1) construction on Coppee Hall and the Wilbur Power House (for the IPD program) will be underway by February 2002; 2) there will be a Varsity House on the Goodman Campus in the near future; by the February Board of Trustees' meeting, there will be some sense of where we are going on the capital campaign; 3) within the next two weeks, the Executive Committee of the board will take a look at the proposed campaign; the capital campaign will emphasize, as largely as possible, endowed chairs and financial aid. Brick and mortar capital will be wisely spent and focused; 4) the city has received another million dollars from the state for streetlights on the South Side from Webster to Brodhead, and Morton to Third Street. This will increase lighting density fourfold; Campus Square is on schedule with a zoning variance for the food side of the square approved.

The president concluded by observing that a balanced budget for the coming year is complete and should be a good budget.

7. **Provost's Report.** Provost Ron Yoshida began by stating there were 34 active searches for new faculty under way compared to 37 last year. Two searches – one each in the CBE and the CEAS. The goal is to expand the pool of applicants wherever possible.

The Lehigh 20/20 program is redoing its financial models using the Bioscience proposal as a guide – generating new tuition revenue, indirect cost recovery revenue and other revenue. Jim Tiefenbrunn will meet with the deans and faculty to discuss the new template. Care must be exercised to insure that 20/20 funds translate into permanent revenue sources.

On the admissions front, the preliminary word is that early admission

applications are up with a stronger pool. Regular admission applications are slightly higher, but better information will be available by the end of February/beginning of March

The Humanities House has been established as a learning community in the Lower Centennials. The university has invested funds in the program. The provost is in discussions with Vice President Peggy Plympton on cost sharing for research. There is money in Dave Williams' budget for fellowship opportunities.

On the physical plant front, the university has increased bandwidth to improve speed; \$300,000 has been spent on classroom upgrades; and, there is a four-year program for planned technology upgrades. Nelson Markley is investigating graduate student life issues with the intent of developing a systematic response to concerns. There will be a new study abroad director beginning December 28

Professor Neal Simon noted there is a graduate student life survey available for reference. Vice President Markley observed that his survey would include national norms.

The provost continued by addressing the feasibility and desirability of expanding the undergraduate student body by 10 per cent. He will initiate a study to understand the dynamics of such an increase across a spectrum of issues. He observed that there are many complex and interrelated issues.

President Farrington announced that, this Thursday several Lehigh faculty will make a presentation in New York City on the impact of recent world events and that the university was sponsoring a conference on Tall buildings in London in early December.

The meeting stood adjourned at 5:05 PM.

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December 3, 2001

GRADUATION MOTIONS

That, with the approbation and consent of the Board of Trustees signified by their mandamus, the appropriate academic degrees be conferred at the end of the current semester on those individuals who shall have completed all requirements for graduation no later than Wednesday, January 9, 2002, and that the President of the University and the Secretary of the Faculty be authorized to sign, on behalf of the Faculty, diplomas issued to these individuals;

That the appropriate graduation honors be awarded to those individuals whose averages the as computed by the Office of the Registrar, shall entitle them to be graduated with honors, high honors, or highest honors according to the regulation published in section 3.11.1 of the current edition of the Rules and Procedures of the Faculty;

That the Committee on Standing of Students be empowered to act for the Faculty on any special cases involving candidates for bachelor's degrees which may arise between now and January 9 and that the Graduate Committee be empowered to so act in cases involving candidates for graduate degrees.



LEHIGH
University

Attachment 2

Stephen F. Thode
Secretary to the University Faculty

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December 4, 2001

Joe Sterrett, Athletic Director
Pete Lembo, Head Football Coach
Taylor Gymnasium 38
Lehigh University

Dear Joe and Pete:

On December 3, 2001, the faculty of Lehigh University unanimously passed the following resolution:

"The faculty of Lehigh University offers its most enthusiastic congratulations and best wishes for continuing success to the players and coaches of the Lehigh University football team."

Please pass this resolution along to all the players and coaches as well as everyone else who has contributed to the team's success.

Sincerely,

Stephen F. Thode