

NEXT MEETING: 4:10 PM 21 March 2005, Sinclair Auditorium.
Refreshments at 3:30 in Sinclair Auditorium lounge.

Lehigh University

MINUTES OF THE FACULTY MEETING

7 February 2005

Presiding: Gregory Farrington (Sinclair Auditorium)

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

1. **Minutes.** The minutes of the December 6, 2004 faculty meeting were APPROVED.
2. **Memorial Resolution.** Professor Ned Heindel read a tribute to Eugene Allen, late Professor Emeritus of Music. Professor Heindel then MOVED that his remarks be incorporated in these minutes [see Attachment 1] and that a copy be sent to the family. The President declared the motion APPROVED by acclamation and the faculty STOOD for a moment of silence in memory of Eugene Allen.
3. **Committee Motions.** Professor Jill Schneider, on behalf of the Graduate and Research Committee, MOVED a waiver of the "10-Day Rule" so that course and curriculum changes dated December 15 2004 could be considered. Registrar Bruce Correll issued a mea culpa for the delay in posting the proposed changes. The motion was SECONDED and PASSED. Professor Schneider then MOVED the course and curriculum changes as a package. [see Attachment 2]. The motion was SECONDED.

Professor Russell Shaffer asked for a clarification of the pharmaceutical certificate programs.

The motion PASSED.

Professor David Small, on behalf of the Educational Policy Committee, MOVED changes for the BS in Computer Science in the College of Arts and Sciences. The motion was SECONDED and PASSED [see Attachment 3].
4. **Unfinished Business.** None.

- 5 **New Business** Dean of Admissions and Financial Aid Eric Kaplan provided a progress report on admissions for the Class of 2009 [see Attachment 4].

Professor Mary Beth Deily asked if entering enrollment targets are higher given the under enrollment for the Class of 2008. Dean Kaplan replied in the affirmative.

President Farrington added that Lehigh's distinctive interdisciplinary undergraduate programs such as IBE, CSB and Global Citizenship greatly enhance admissions applications and enrollments. He asked for the faculty's assistance during the all-important month of April, and promised the faculty a daily fare of bagel-shaped omelets at the President's House every April morning.

6. **Committee Reports.** Professor Rosemary Mundhenk, on behalf of the Faculty Steering Committee, noted that Professor Gary Lutz is on leave, and that she will chair FSC for the next year-and-a-half. Professor Mundhenk noted that Professor Mike Kolchin is chair of the R&P subcommittee and that the subcommittee is hard at work.

The FSC is in the process of appointing a new governance committee with the task of turning the faculty's general recommendations on governance into changes in R&P.

At a later faculty meeting, the FSC will present a proposal with a revised statement on policy structure. This proposal will be the culmination of a two-and-a-half year negotiation among all affected constituents including the administration, the board of trustees, and university counsel.

Professor Mundhenk emphasized that the university has entered a period of renewed cooperation among the faculty, the board, and the administration.

Professor Tom Hyclak, on behalf of the Personnel Committee Subcommittee on Tenure and Promotion Policy, gave a report on the work of the subcommittee [see Attachment 5]. He urged faculty to contact him at tjh7@lehigh.edu or phone 83425.

Professor Bob Folk expressed concern about proposed changes and, once again, encouraged the faculty to join AAUP and to secure legal counsel. He said he believes faculty control over the selection of faculty colleagues may be in jeopardy.

Professor Hyclak stated that he believes there is no current need for the faculty to hire legal counsel.

7. **President's Report.** President Farrington noted that the board of trustees met last week. They heard presentations on new minors in business, engineering and entrepreneurship. The board also voted on a number of controversial issues.

The university will commence its most ambitious construction activity ever beginning in March. Included are renovations to Linderman and Lamberton Halls, a parking garage on the Brodhead Road side of the Alumni Memorial Building, a portal for the Admissions Office, modifications to interior roadways on the Asa Packer Campus and streetlights on Vine Street Webster Street and Packer Avenue.

The president cautioned that parking will be 'challenging' during the construction, but that parking spaces at the president's house are available for a one-time gift of \$2 million [laughter, I think!].

Meanwhile several fraternity houses are under renovation.

When asked what would happen to the books in Linderman during the renovation there, the president replied that the university was going to 'get rid of them!' [more laughter, I think!].

8. **Provost's Report.** Provost Mohamed El-Aasser gave a presentation focused primarily on the growth and development of new faculty. Over the past five years the university has hired approximately 100 new tenure-track faculty with funding from a variety of sources. This represents a renewal of approximately 25 per cent of the faculty over that period. Moreover, those faculty are doing great things, particularly in the areas of scholarly research and program development.

The provost noted that the emphasis now is on the mentoring and professional development of new faculty so that the momentum is sustained well into the future.

President Farrington remarked that the capital campaign has, thus far, raised \$214 million including 2 new endowed chairs in Art and Architecture, and 21 new endowed chairs overall. The focus of the capital campaign continues to be endowed chairs and endowed scholarships

The meeting stood adjourned at 5:21 PM

Stephen F. Thode
Secretary to the Faculty
304 Rauch Business Center
(610) 758-4557
FAX: (610) 882-9415
E-mail: sft@

IN MEMORIAM

Eugene M. Allen (1916 - 2005)

The faculty of Lehigh University records with sorrow the passing of Dr. Eugene M. Allen, Professor Emeritus of Chemistry. Gene, known as "Manny" to family and friends, was born in Newark, N.J. on November 7, 1916, and passed away on January 18, 2005 in Bethlehem, PA. He was the husband of Beatrice (Hyman) Allen. The couple would have celebrated 69 years of marriage on January 23. Also surviving are his son, Dr. Julian Allen of Philadelphia, his daughter Marlene Galzin of Croissy-Sur-Seine, France, and three grandchildren.

Eugene Allen was best known for his achievements and scientific impact on the field of color physics. To his colleagues and students, he was an expert adviser and guide who not only practiced his science, but always reached for wider connections between science, arts and humanities through the common language of mathematics, development of human perception of physical phenomena, and music. He was a true Renaissance man. At Lehigh University's Chemistry Department and affiliated Center for Surface and Coatings Research, he continued active research for a period of time even after official retirement in 1982, and was a delightfully engaging partner in scientific discussions on a wide variety of subjects. He inspired us to study Chandrasekhar's *Radiative Transfer*, opened for us links between astrophysics and the physical chemistry of colloidal dispersions, and introduced systematic use of computers in this art.

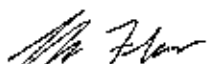
Gene made a great impact on fields as varied as sorption, separations and catalysis, on the analysis of electronic and vibrational spectra at interfaces, and on numerous printing technologies for which he gained a worldwide reputation. Since most of these systems, especially interfaces, are of nanometer and sub-nanometer dimensions, he was a pioneer of nanoscience at this institution long before nanotechnology became today's flourishing field. He contributed greatly to the wellbeing and international recognition of the Center for Surface and Coatings Research, his primary professional home at Lehigh.

Dr. Allen's work plays a very important role in the application of computer color-matching programs that are routinely applied today. His articles describing the mathematical methods for applying Kubelka-Munk equations to computer color matching laid the foundation on which all subsequent methods have been based. Although others in industry had previously used and partially described such formalism, Eugene Allen's complete, matrix-based descriptions placed the methods within the grasp of a multitude of users. His generalization of colorant formulation to fluorescent materials in 1964 was also seminal. In addition to these accomplishments, Dr. Allen authored a paper on observer metamerism that eventually evolved into a CIE standard (the "standard deviate observer") for quantifying observer differences in color matching. He was also the first to develop the formalism of color-mismatch regions to quantify the color mismatches that can occur with different light sources and perceptions by different observers.

Eugene Allen's early striving for a broad scientific background is apparent from his choice of educational institutions and fields: After graduating from Columbia University (1938), he opted for mathematics (Stevens Institute of Technology, M.S. 1944) while working at the Piccattiny Arsenal during the WWII, and for chemistry with specialization on spectrophotometric physics (Rutgers University, Ph.D, 1952) while working at American Cyanamid. Cyanamid bestowed upon him its Senior Research Award in 1958, enabling him to study in England for half a year on the effect of ionizing radiation on textiles. In 1967 he was invited to take the directorship of the Color Science Laboratory at Lehigh University's Center for Surface and Coatings Research – a post he held until his retirement in 1982. In the same year he received the Armin J. Bruning Award from the Federation of Societies for Coatings Technology in recognition of his significant contributions to the development of the science of colorimetry in the paint and coatings industries. He also was named a Fellow of the Optical Society of America. In 1983 he received the Godlove Award, the highest honor of the Inter-Society Color Council. Subsequently he served on several ISCC committees including the Godlove Award Committee.

Lehigh faculty colleagues and staff members became family friends of the Allens for life. Recently some of us were in the audience in the Allen's home at a piano recital by one of Mrs. Allen's students, sitting next to Eugene Allen who was listening and nodding in approval of the student's performance of particularly challenging passages. The next time his chair will be empty, but our memories of this wonderful man will remain, and we look for his nod of approval whether in music or in science.

The Professor Eugene M. Allen Memorial Committee, Department of Chemistry



Professor Robert Flowers, Chair



Professor Kamil Klier



Professor Ned Heindel

February 7, 2005

Date: January 19 2005

From: Graduate & Research Committee,
Jill Schneider, Chair

To: Lehigh University Faculty

Re: Course and Curricula Changes

The GRC is forwarding for faculty consideration proposals from the College of Business and Economics, the College of Arts and Sciences, and the College of Education. Each proposal has been approved by the faculties of their respective colleges, as well as by the Graduate and Research Committee.

Summary of Proposals:

College of Business and Economics

Eliminate Management Concentration from the MBA Program

College of Arts and Sciences and College of Education

New Certificate Program: TESOL for the Global School Community

Associated New Courses:

MLL3xx/4xx: Intercultural Communication

MLL3xx/4xx: Second Language Acquisition Theory

EDU/ESL xxx: Second Language Assessment

EDU/ESL xxx: Theory and Practice for Second Language Learning

College of Education

Counseling Psychology:

New Master's Degree Program: M. Ed. in International Counseling

Associated New Courses:

CPsy 4xx: Counseling Issues and Skills: Building Healthy Communities

CPsy 4xx: Counseling Issues and Skills: Facilitating Healthy Adjustment

Education and Human Service:

New Certificate Program: Teacher Leader Certificate Program

Associated New Courses:

EdL 461: Facilitating Organizational Inquiry (2)

EdL 462: Transforming the Learner (2)

EdL 463: Designing Systems of Action (3)

EdL 464: Sustaining Learning Communities (2)

Date: December 15, 2004

From: Graduate & Research Committee
Jill Schneider, Chair

To: Lehigh University Faculty

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Summary of Proposals:

College of Business and Economics

Course changes: Remove GBUS 419 as a prerequisite to GBUS 412, GBUS 422, GBUS 425, and GBUS 426

Course changes: Remove GBUS 420 as a prerequisite to GBUS 424, GBUS 431, and GBUS 473

College of Education

Education Technology:

New Certificate Program: *Technology Use in the Schools*

New Course: EdT 472. Integrating Technology into Classroom Teaching: [Topic varies]

Counseling Psychology:

New Course: CPsy xxx. Helping Skills.

New Course: CPsv xxx. Elementary & Secondary School Counseling—III.

Earth and Environmental Science:

EES 451, 455, 458—drop from catalog (instructor no longer at LU)
EES 457 Advanced Remote Sensing—new course

Sociology and Anthropology:

SSP 401 Proseminar in Applied Social Theory—change in description

English:

New courses: The following courses represent reorganization of the English Department graduate offerings, dividing up material covered in some of the large umbrella courses into more than one course. Material covered in these courses has thus been offered previously in different courses.

Engl 443: Eighteenth-Century British Literature
Engl 447: British Victorian Literature
Engl 451: Contemporary British Literature
Engl 475: Late Nineteenth-Century American Literature
Engl 478: Contemporary American Literature
Engl 479: Twentieth-Century World Literature

Course Changes: These courses now cover a narrower range of topics.
Engl 442, Engl 445, Engl 449, Engl 473

New course:

Engl 483: Creative writing and Literary Studies

Course Deletions:

Engl 421: History of the English Language
Engl 423: Anglo-Saxon Language and Literature
Engl 488: Teaching English as a Second Language

New Certificate and Degree Programs

Mathematics: Master of Science in Analytical Finance

The Mathematics department is joining in sponsorship of this previously approved masters program. No changes have been made to the program itself, aside from management arrangements.

Psychology: Master of Science in Psychology

This MS degree replaces the MS awarded to PhD students that leave the program before completing their degree. The new MS is a terminal degree

Chemistry: Three Certificate Programs, with four new supporting courses for the third certificate program.

1. Certificate in Bio-Organic Principles of Pharmaceutical Science
2. Certificate in Analytical Principles of Pharmaceutical Science
3. Certificate in Regulatory Affairs in a Technical Environment

New Courses:

- CHM 425: Pharmaceutical Regulatory Affairs: Discovery to Approval
- CHM 428: Pharmaceutical Regulatory Affairs: Drug Medical Devices and Combination Technologies: Concept to Commercialization
- CHM 442: Pharmaceutical Regulatory Affairs: Analytical Methods, Validation, and Data Manipulation
- CHM 463: Pharmaceutical Regulatory Affairs: Commercial Production, Validation, and Process Qualification

Changes for BS in Computer Science
College of Arts and Sciences

The Computer Science and Engineering department proposes three changes to the BS in Computer Science in the College of Arts and Sciences:

1. Require that students take at least 12 credits of natural science such that at least one course has an attached laboratory and that at least two courses be in a laboratory science, with the first course a prerequisite of the second course.
2. Require that students take at least 30 hours of HSS courses including Engl 1, Engl 2, and CSE 252.
3. Require students to take the (new 1-credit) course CSE 1aa Technical Presentation or COMM 130 Public Speaking (4)

The current and proposed catalog entries:

Current:

Junior year, second semester (15 credit hours)

CSE 340	Design and Analysis of Algorithms (3)
ECE 201	Computer Architecture (3)
CSE 216	Software Engineering (3)
	Distribution (3)
	Approved technical elective* (3)

Proposed:

Junior year, second semester (16 credit hours)

CSE 340	Design and Analysis of Algorithms (3)
ECE 201	Computer Architecture (3)
CSE 216	Software Engineering (3)
CSE 1aa	Technical Presentation (1) OR
COMM 130	Public Speaking (4)
	Distribution (3)
	Approved technical elective* (3)

Rationale:

1. The requirement of a laboratory course explicitly states a CAS requirement. The requirement of 12 credits of science is no change from before. The requirement of a two semester sequence (stated more loosely to satisfy the registrar) is needed to attain accreditation.
2. As far as we know, no student has earned the BS in CS in CAS without satisfying the requirement of at least 30 hours of HSS courses. According to accreditation standards we must explicitly state this requirement.
3. Students in the program currently have no (required) education in oral communication, as required by accreditation

Admissions Office

Applicants are at an all time high and ahead of last year's final total by 5.5%.

A record number of students applied to Lehigh through the two Early Decision rounds (+15%)

All academic indicators, including the Academic Index, which is a combination of classroom performance and SAT, are at the highest level.

Applications from outside the U S are ahead as are those from geographic areas beyond our primary markets.

Overall, applications from under represented groups are higher by 8.5% with the greatest increase among Latino (+12.5%) and multiethnic (+54%) candidates.

Through ED I, approximately 35% of the class was admitted; another 5-7% will receive offers through ED II.

We have committed \$11. million to financial aid, more than 90% of this is targeted to need based aid in an effort to cultivate economic diversity in the admitted class.

So, what's the challenge here?

The pool of students that we admit will have several attractive options. We are attracting an ambitious pool of candidates. Last year, our applicants were most likely to apply to Bucknell, Cornell, Penn, Penn State and Tufts. We lost more students to Cornell than to any other school.

We've developed a communications plan that includes correspondence with applicants from the deans of the undergraduate colleges, and to parents from the Chair of Lehigh's Parents' Committee

At a certain point, about the time they receive the letter of admission from us, they cease to be interested in the Admissions Office. They are, however, very interested in you. Most schools are doing a good deal of courting of their admitted pool. Lehigh will be no exception. April will be filled with on and off campus programming. Faculty is critical to the success.

What can you do?

Come to Greg's house for breakfast on a Monday, Wednesday and Friday in April

Volunteer to come to lunch on the same day (not at Greg's house)

Be part of Candidates' Days coordinated by the Associate Deans

If you've had contact with applicants this year, we'll be glad to let you know if they've been admitted if you'd like to follow up.

Personnel Committee Subcommittee on Tenure & Promotion Policy

Report by Tom Hyclak, Chair

University Faculty Meeting February 7, 2005

I have been asked to chair the Faculty Personnel Committee's Subcommittee on Tenure and Promotion Policies. As announced at our last faculty meeting, the charge to this subcommittee is to assist the university community in moving toward a revised promotion and tenure policy acceptable to all by the end of this semester.

The other members of the subcommittee are Christine Cole, John Coulter, Jack Lule, Jeff Sands (Chair of the Personnel Committee) and Sue Sherer. Members of the Personnel Committee and Frank Roth, University Counsel, have been invited to attend our meetings.

Section 2 of R&P, *Employment Policies for Academic Employees* has been the subject of intense review over the past few years, with an eye toward addressing legal issues, insuring compliance with the University's Charter and Bylaws and developing a fair but merit-based environment that promotes faculty excellence.

In the Fall of 2003 the Faculty Personnel Policy Review Committee chaired by Jim Guntou reported on its recommendations for amendments to Section 2. These recommendations were adopted by the Faculty, albeit by a very narrow margin, and submitted to the Board of Trustees for their consideration.

Last spring the Academic Affairs Committee of the Board of Trustees completed its review of Section 2, agreeing with most of the recommendations of the Faculty. However they also raised questions about a few of those recommendations and added other suggestions for amendments to Section 2. The report of the Academic Affairs

Committee is available at www.lehigh.edu/~pres/tp/. Appendix II lays out the specific changes in language proposed by the Faculty and by the Academic Affairs Committee. With a few questions as to the specific language in a new Section 2 remaining unresolved, the Board of Trustees has not yet implemented any revised form of the document into R&P. Instead the Trustee Academic Affairs Committee has asked for additional Faculty input before making its proposal to the full Board for final action.

That is in essence the charge to our subcommittee. Over the next few months we will be reviewing the changes in language of Section 2 proposed by the Academic Affairs Committee in light of the recommendations adopted by the Faculty. Our goal is to make suggestions, where necessary, for changes in Section 2 that are acceptable to the Faculty, the Administration and the Board. We will complete this task by mid-April and bring our recommendations to the Faculty.

This is an important matter so I urge you to review carefully the document cited above. We want this process to be as open as possible so we plan to be on the agendas at all college and university faculty meetings this semester and to hold one or more town hall meetings in March. Please feel free to communicate your views on the proposed changes to the language of Section 2 to me and other members of the subcommittee. You can send your comments to me at tjh7 or 83425.

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