

NEXT MEETING: 4:10 PM 23 October 2006 Sinclair Auditorium.
Refreshments at 3:30 in Sinclair Auditorium lounge.

Lehigh University

MINUTES OF THE FACULTY MEETING

18 September 2006

Presiding. Alice Gast (Sinclair Auditorium)

President Gast called the meeting to order at 4:10 PM.

1. **Minutes.** The minutes of the May 1 2006 and May 4 2006 faculty meetings were APPROVED.
2. **Memorial Resolution.** Professor Emeritus William Newman read a tribute to Arthur Lionel Brody, late Professor Emeritus of Psychology. Professor Newman 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 Arthur Lionel Brody.
3. **Introduction of New Faculty.** Provost Mohamed El-Aasser introduced the new faculty present who in turn, spoke briefly about their research and teaching interests.
4. **Committee Motion.** Professor Michael Kolchin, on behalf of the Personnel Committee, MOVED a change to R&P 2.2 (Extension of Tenure Clock for Untenured Faculty who become the Parent of a Child) [see Attachment 2]. The motion was SECONDED.

Professor Kolchin noted that this proposal was modified due to action by the Board of Trustees.

Professor Mary Beth Deily asked to whom this change would apply. Professor Kolchin replied that it would apply to untenured faculty who will be reviewed for tenure beginning with the Spring 2007 cycle

The motion PASSED.

5. **Unfinished Business.** None
6. **New Business.** Professor Jennifer Swann on behalf of the University Diversity Leadership Committee, provided an update. The committee has hired an outside consultant to survey faculty, staff and students to elicit feelings about diversity on campus. The survey will be conducted in October

Professor Frank Gunter asked if someone was looking at the previous study conducted in 1990. Professor Swann replied in the affirmative

- 7 **Committee Reports.** Professor Keith Gardiner on behalf of the Educational Policy Committee, reviewed the agenda for the coming year. The committee is short three members. The committee will look at the possibility of extending the Tuesday/Thursday class day to facilitate additional class allocations. The committee will also investigate the appropriate student qualifications for study abroad

Professor Elizabeth Fifer on behalf of the Faculty Compensation Committee, said the committee will take a close look at faculty salaries at the associate professor and full professor ranks. Professor Bob Folk asked the committee to provide salary data by rank and college.

Professor April Metzler, on behalf of the Faculty Financial Planning and Operations Committee, indicated that the committee will be looking at financial impacts of the reallocation of funds to 20/20 initiatives. She also emphasized the committee's shared interest with the FCC, and that the committee will continue to foster a relationship with FCC.

Professor Barry Bean asked whether the committee will be investigating support packages for graduate students. Professor Metzler replied in the affirmative.

Professor Hugo Caram, on behalf of the Graduate and Research Committee, said his committee will continue to work on change as items are brought to the committee.

Professor Mike Kolchin, on behalf of the Personnel Committee, noted that the faculty had just passed the proposal to extend the tenure clock for untenured faculty who become parents. The committee has one appeal under review. Other activities include: updating the language for the committee; better descriptions of the committee's activities; interpretation issues in R&P with respect to promotion and tenure; and, review of sections of R&P on dismissal for cause and tenurability of slots.

Professor Kolchin also noted that the committee is working with the provost on academic leaves, the achievement of diversity goals, especially in the area of retention and in the searches to fill top level positions in the university.

Professor Folk said he hoped the faculty would get the numbers on tenure cases heard, and how many were "positives" and how many were "negatives "

Professor Sudhakar Neti commented on the state of the Personnel Committee's access to the Board of Trustees.

Professor Kolchin, on behalf of the R&P Subcommittee of the Faculty Steering Committee, said the subcommittee will recommend updating R&P as necessary. Professor Rick Matthews and Alwyn Eades are working on academic freedom issues

Professor Roger Simon recommended that Professor Gunter be appointed Parliamentarian.

Professor Steve Thode asked about the status of the Secretary to the Faculty as a permanent member of the Faculty Steering Committee be resolved. Professor Kolchin said that would be put on the agenda.

Professor Kolchin also noted that more dialogue would occur on the Code of Conduct, and that a Faculty Senate proposal might be forthcoming after he retires.

8. **President's Report.** President Gast opened her remarks by thanking the faculty for their warm welcome to her and her family. She emphasized her deep interest in and care for higher education, and importance of galvanizing support for Lehigh. She said she knows initiatives work best when they are driven from the grass roots. She will share her vision with broader community at her inauguration on April 13.

President Gast emphasized the importance of open communication and dialogue, teamwork and consensus building, interacting across disciplines, problem-solving rooted in core values, and creating and sustaining an inclusive and welcoming environment.

The president closed her remarks by identifying the key points of discussion during the next six weeks: research and education; visibility; diversity; and town/gown relationships.

9. **Provost's Report.** Provost El-Aasser reported that 23 new faculty searches are underway - 13 in the CAS, 4 in the CBE, 3 in the CoE, and 3 in the RCEAS. He thanked the faculty for their work on the various search committees.

Three leadership searches are also underway - Dean of the CBE with Dean David Wu as chair, Vice Provost for Research with Professor Tom Koch as chair, and Dean of Admissions and Financial Aid with Vice Provost Bruce Taggart as chair.

The provost emphasized that all of the leadership searches are international searches, that the entire campus is engaged in each of the searches, and that the searches are conducted with the greatest confidentiality.

The provost thanked Vice Provost for Research David Williams for his service. He also thanked Tom Hyclak for his service as Interim Dean of the CBE, and Bruce Gardiner for his service as Interim Dean of Admissions and Financial Aid

The meeting stood adjourned at 5:57 PM.

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Memorial Resolution for
Arthur L. Brody Professor Emeritus of Psychology

Arthur L. Brody, Professor Emeritus of Psychology died on April 12, 2006 after a long and difficult illness. His friends and colleagues remember him as a gentle and caring person with deeply held religious convictions.

Art came to Lehigh in 1957 as a newly minted Ph.D. from Indiana University. Indiana, at that time, was one of the preeminent psychology departments in the world with particular strength in learning and mathematical psychology. These were Art's fields of specialty.

Art did a brief stint as chair of Lehigh's psychology department from the early to the mid seventies. I can safely say that stepping down from the chair was a happier occasion for Art than assuming the chair. Art's true love was research, teaching and theory. His devotion to his students, undergraduate and graduate was deep and sincere. He gave his time and attention to them unselfishly.

Art will be remembered through his work and his students. He also lives on in the memories of his friends and colleagues. Several of them have shared these memories with us.

Professor of Computer Science and Engineering, Ed Kay's strongest memories of Art are of his attending department colloquia and dissertation defenses. He would listen to the speaker quietly and intently. Then, when other attendees were finished asking their questions, Art would weigh in with a question that struck to the heart of the presentation. Often, he would question some underlying assumption. At other times, he would question some of the data that were used as evidence. Almost always, the speakers would pause, as they saw their own presentation in a new light. I learned to relish those moments, waiting for Art to ask his question, knowing I would learn a great deal more about the presentation because of his question."

Marty Richter, Professor Emeritus of Psychology, remembers Art as being "amazingly well organized. When he took over as Chairperson there were 3-4 file cabinets full of files. Shortly after there were files in some drawers of one file cabinet. His system: if after two weeks, anything that comes in is not clearly useful, toss it in the wastebasket."

Marty also recalls that "Art went his own individual way in teaching. All about him, instructors were teaching traditional lecture, lab, and seminar style courses. Based on his major subject area, learning theory, which emphasized the efficacy of actively working with material to be learned and applied, he instituted discussion group courses in which, during classes, students met in groups and discussed the material to be learned among them to teach themselves the material."

Frank Wuest, Chair of Lehigh's Psychology Department from 1963 to 1971, echoes Ed and Marty's recollections:

"I think of Art as a meticulous teacher. He set high standards for himself and expected the same from his students. While he could be demanding, he invested great effort in helping students understand the subject matter. On the other hand, he would not tolerate sloppy research methodology. He might sit quietly through the defense of a thesis or dissertation proposal, then equally quietly zero in on the fatal flaw if there were one.

Art was a faculty member of the highest integrity. He felt that guiding students to achieve their full potential was an essential mission of the university. He worked in many ways to help the university fulfill that mission."

Frank also recalls that "Art loved New York especially Broadway plays and musicals. He carried tunes from the latter back home to be played on his piano. Playing show tunes gave him special joy."

Art retired from Lehigh in 1989 as he experienced increasing disability due to illness.

His wife, Janice, cared for him lovingly and unselfishly through increasingly difficult times until his death.

I request that this resolution be incorporated into the minutes and a copy be sent to Janice, his wife, and Peter and Mimi, his children.

Submitted to the Lehigh faculty for endorsement on Monday September 18 2006, by

William Newman, Professor Emeritus of Psychology

Martin L. Richter, Professor Emeritus of Psychology

Edwin J. Kay, Professor of Computer Science and Engineering

Francis J. Wuest, Chair of Psychology Department 1963-1971

**Proposal on Extension of Tenure Clock
for Untenured Faculty who become the Parent of a Child**

Rationale:

Lehigh's current policy regarding tenure-clock extension for an untenured faculty member who becomes the parent of a child by birth or adoption links a one-semester extension of the probationary period to a Family and Medical Leave for the care of a newborn or adopted child. This proposal to add a new section to R&P follows on the model of Princeton University, which initiated a new policy in May 2005 that grants automatically to male and female faculty an additional probationary year for each newborn or adopted child. The Provost's Office has already changed its policy (which was not mandated by R&P) so that faculty who become parents and take a Family and Medical Leave to care for the child do not need to request the one-semester extension as formerly required. However, the change to a full-year extension requires revision of R&P approved by the faculty and Board of Trustees.

This proposed change to R&P affects only the length of the tenure-clock extension for faculty who become the parent of a child by birth or adoption. It does not affect the length of the paid Family and Medical Leave for faculty, which remains twelve weeks.

As in the current policy stated in R&P 2.2.2.4, under the new policy faculty will be able to request tenure review prior to the scheduled date.

Proposal

Draft addition to R&P:

2.2.5.7 Extension of probationary period for parenthood

An untenured faculty member (assistant, associate, or full professor) who becomes the parent of a child by birth or adoption will automatically receive a one-year extension of his/her appointment by the provost. The faculty member's service will be extended by one year for each child, by birth or adoption, with a limit of two one-year extensions of the probationary period. This provision will be retroactive to include untenured faculty who have become the parent of a child or children since starting their tenure-track position at Lehigh. Each extension will stop the tenure clock; tenure candidates who receive extensions will be evaluated with the same academic standards as candidates who do not receive extensions. See 2.2.2.4 for the provision that tenure may be granted at any time prior to the terminal date of a faculty member's probationary period.

Notification of such extension must be made by the faculty member's department in writing to the provost as soon as possible after the childbirth or adoption. Notification must be received by the provost prior to the date on which the faculty member's tenure

package is required to be sent to external reviewers (i.e., on or about August 1 for Fall Cycle tenure review; January 2 for Spring Cycle tenure review).

In response, the provost will send a letter informing the faculty member of his or her revised reappointment and tenure review schedule. The faculty member will confirm acceptance of the new dates or decline to have his/her probationary period extended. During tenure review, the department chair will inform internal and external evaluators that the candidate must be evaluated with the same academic standards as candidates who have received no extension.

Revisions to provide cross-references from relevant R&P sections (additions are in bold):

R&P 2.2.2.4 Probationary Period

The period between an initial appointment at Lehigh and the granting or denial of tenure is a probationary period. This period shall not exceed six years. All initial contract letters for tenurable appointments shall identify the terminal date of the probationary period. Tenure may be granted at any time prior to this date, following the procedures in section 2.2.6. **For extension of the probationary period for parenthood, see 2.2.5.7.**

R&P 2.2.5.6 Time not included in probationary period

2.2.5.6.2 Certain Leaves of Absence

Semesters on leave of absence granted due to disability, family and medical leave, or personal reasons. The letter granting the leave must state that the time on leave is not included within the probationary period. **See 2.2.5.7 on extension of probationary period for parenthood.**