

**Lincoln University of Pennsylvania**  
**Faculty Meeting Minutes**  
**Tuesday, April 1, 2003**  
**Dickey Hall Auditorium**  
Prepared By: Dr. Linda Childs-Leatherbury

President Nelson convened the meeting at approximately, 4:00 p.m.  
Added presentation of faculty concerns and statute of limitation to agenda

There was a request for a change in agenda. It was agreed that before action items began it was agreed that time would be allotted to here faculty concerns. The topic of statute of limitations was added to the action items.

Dr. Dickey proposed the tabling of the statute of limitation.

**I. No report from students**

- a. President Nelson informed the faculty that elections were held by the student government association however, since many of the students were participating in a rally in Washington D.C. due to the arguments being presented before the U.S. Supreme Court on Univ. of Michigan affirmative action there would be no report from the student government association. The president requested that those faculty who have these students in their classes not penalize them for attending the rally. In all, three bus loads of Lincoln students went to the rally.

**II. Report from the president**

President's "Reports":

The President called the faculty's attention to four sheets of paper:

- (a) The first sheet contains information concerning the press release on celebration of the sesquicentennial which begins Thursday. The president indicated that he invited several living past presidents of the university. He also stated that he invited the Governor of Pennsylvania who stated he would try to attend at least one of the celebration functions.
- (b) The second document was a booklet which contained the President's report to the Commonwealth. However, the President informed the faculty that he was unable to present the report due to action taken by the governor. The governor presented a budget to the house which passed the budget in one and then to the senate which also passed it in one week. While the governor signed the budget he did exercise an line item veto. With this he approved the budget but vetoed the public education section. The president informed the faculty that the four state related institution must have separate signed bills and that this had not occurred. The president stated that he was sharing with the faculty the information that he presenting to the Commonwealth.
- (c) The next document went along with the budget. It is a release which the president went further to explain several aspects of the budget cuts. We're looking at a five percent cut in the budget. He further mentioned how these cuts impact not only

Lincoln but other institutions as well. President informed the faculty that we could expect a much larger tuition increase than in the past.

- (d) The next document that the president addressed was the results of a Survey which indicated which top 50 University's in which African American students were choosing to attend. The President expressed his concern that Lincoln was not mentioned in the survey. He wanted to explore what it would require for Lincoln to be included in the survey. With that the President stated that this would be a great segue into the faculty concerns and opened the floor to Dr. Prigg.

### **FACULTY CONCERNS**

Dr. Benson... began by stating that he was reporting on information gathered by a meeting of concerned faculty. He expressed the fact that we are all in the situation together in one way or another when it comes to the state of the University. He began by quoting "some day you are the dogs and some times you are the hydrant." Dr. Prigg full statement is attached for further reading. In summary Dr. Prigg called on faculty, administration and students to work together to restore Lincoln's pride as an renowned Historical Black Universities. Below is a list of the some of the faculty concerns:

- Violence-increase violence on campus, fraternity hazing, a permissive campus environment, low or nonexistence student expectations. The question was posed as to how many faculty have code of conduct requirements for the student.
- Communication, lack of meaningful communication, information flow is unclear; little or no knowledge of things that are happening on the campus. Student retention concerns are not discussed with the faculty. Faculty is not engaged in the student selective process for certain honors and awards and faculty members are often the last to know about what is happening to the students they teach.

Problem areas:

- permissive environment
- student expectations
- code of conduct
- specific, meaningful communication with the faculty...voluntary or involuntary; faculty and department awards not communicated
- accessibility of faculty outside of the classroom
- faculty already overloaded
- university must make it conducive for faculty to be on campus, faculty housing,
- faculty support
- governance and leadership
- vice president of academic affairs
- deanship structure
- faculty wants to be part of the solution not the problem,
- faculty wants everyone to know that we are "about business"

### **III. Action items**

- A. approval of minutes for March 4, 2003 - moved and seconded, then approved

B. Recommendation from the Curriculum and Educational Policies Committees - Dr. Henderson

Ed Policy... Revised courses and proposed curriculum

There was a discussion as to which committee should report. It was decided to take each report separately. President stated that the Ed Policy would present the overall issue and then the Curriculum Committee submit the course for that curriculum.

C. Education Policy Committee:

a. Dr. Safford presented the case for the Environmental Science Major

There recommendation to approve the proposed major new courses biology eliminate old courses to make room. Moved and doesn't require a second...Open for questions concerning the Environmental Science as a Major.

Dr. Shabazz...expressed concerned as to the adequate mathematical preparation for students entering this major. The president interjected that the question was best suited for the curriculum committee instead of the Policy committee. After discussion it was decided that Dr. Shabazz should continue. He further expressed his concerned that the students would be unprepared mathematically to major in the Environment Science. Cognant area for educators, and certification, discussion concerning student enrollment numbers, number of students have already expressed a desire to major in this area i.e. the monetary aspect, there are only about two or three other HBCU's in the country that offer this major. The president commented that the environmental protection area awarded Lincoln High School a grant to have a \$50,000 working relationship, and that a program such as this would perhaps aid in helping Lincoln be a choice among African American. There was a discussion as to the number of credits required; how many credits. Dr. Dade asked about the elimination of credits in an effort to be cost effective. There was a concern about eliminating important courses and replacing them by the new courses. After a lengthy discussion explanation were given as to why certain course were replaced by additional courses.

b. Program proposed by Dave Royer...philosophically and ideologically propose such a major concerned about the student to adequately compete with other students in this area, advanced degrees or industry, math Dr. Drew stated benefits of program opportunity for students to major in this with a cognant in education - certified and should be put into the program...student enrollment projection ... Henderson: Holland chart currently major in biology is grossly underrepresented by minority. A number of students only, minimum of HBCU's, President Nelson, great interest in this area. Vancouver: 65 needed credits major chemistry 'Susan Safford, need more credits both tracks.

i. Dr. Dade: why do we need to eliminate existing courses to introduce, courses needed for medical schools...Royer responded that they combined some of the other elements of the other courses we eliminate those courses that were not available to be taught because of lack of personnel. Parasitology and Biology of Aging

were not taught for many years. History of Biology never had a place in the curriculum. Dr. Dade expressed concerns about eliminating the course on Biology of Aging. Credit 64/66 chem 73 credits includes everything, multidisciplinary Dr. Deboy, faculty who will teach serve as biology elective, two electives, offered as elective and use existing faculty to teach them. Offering some elective every other year. Master schedule in the department so students know when they can take the course. Dr. Shabazz, suggested discounting the History of Biology...doesn't want to eliminate the course.

Recommendation: to adopt the environmental science major was voted on and approved.

Curriculum Committee doesn't need a second – the documents are all on the web. Motion to adopt the courses: a listed coming from the Curriculum Committee it needed no second. Call for vote: interrupted.

Dr. Shabazz...basic equations. The students need a greater math required differential equations to function competitively in this major. Dr. Henderson states that he understood however due to the limits of credits it makes it difficult to offer them, we can strongly recommend that students take higher level of math courses.

Discussion arose as to the content of the syllabi and the layout and the inclusion of certain policies concerning lateness and absents. Individuality faculty members are handling it differently. Dr. Chapp...Standard layout of syllabi...Dr. Thomas there is a standard that must be submitted by faculty to the Education and Curriculum Committee. Dr. Willis, late policy, middle state standard syllabus...it was suggested that everyone follow the standard. Dr. Henderson stated that they did use that format...Dr. Dade looking at the courses. Adoption of courses by major...Vote was taken for Point of order Dr. Benson...concerning what was on the floor...Committee recommendation of new course discussion occurred as to what was taking place. Clarification was given as to the motion on the floor, Dr. Henderson made a motion for a fifth course.

Further discussion: Dr. Dade expressed a concern about the title Modern Technological Society. Science in a Global Society, attendance...Dr. Dade what the course is about how modern technological topics that impact the whole globe not just the Western civilization. Modern Technological...maybe we would not limit it to Western world... Dr. Henderson responded that influence issues of how it impact people around the globe. Usage of the phrase of Modern technology. Dr. Deboy questioned the use of the course in the global course...Dr. Chikwem, they have not considered it, Dr. Deboy, therefore it would go to the global study curriculum

Dr. Nwachucku, suggested removing the term "Modern" take out the phrase of modern Dr. Dade thought the term was focusing only on the Western Civilization Dr. Henderson agreed to remove the term from the name Dr. Millette asked if the course will be team taught

President called for vote: with friendly amendment  
Course passed.

### **Business and Economics**

Education Policy is bringing to the faculty for acceptance the revised curriculum. Dr. Stine stated why the committee was presenting it to the faculty, in concept since 1999, multiple revisions, where action needs to take action, infuse technology, respond to market forces, results in the change of all four major particularly the finance major, of all four major..Intro. SAP, computer programming...change the name of department to Business and Information Management. The committee brought the topic up for discussion on the floor.

### **Discussion on recommendation to change the curriculum:**

The first question arose as to the number of credits required by the major. Dr. Richards responded that each major required 24. Department core: 33, 13, 24, go to page 14 which shows what is needed by each major. BA 86, 82, Dr. Richards didn't know precisely, refer back to page 14 of document,

Dr. Shabazz then commented on the fact that he was not informed of the meeting to discuss this topic. There was a discussion as to whether or not there was not a quorum since there was not a quorum it was suggested that the curriculum go back to the curriculum committee - Dr. Flint pare down core curriculum, then we just increase the major, Dr. Millette was concerned that there was not a quorum. A discussion then arose as to whether or not the proposal was advanced to the Education Policy Committee. Motion made to refer the curriculum back to the committee.

### **IV. Math Education Major**

Dr. Safford, presented the proposal for the new major. Many teachers have contacted Lincoln expressing a need for a certification program in math. The floor was then open for discussion.

Dr. Shabazz: training of teachers in particular to their background in mathematics, concerned about helping students who want the opportunity. Dr. Shabazz believed that the program would exclude many of the teacher that it proposes to help.

Courses...prerequisites...secondary certification in ...parallel courses. Prerequisite 309, 601 high school mathematics courses inconsistency, 301 sectary logic, 629 created by Dr, Shabazz to have heard about mathematics should have 18 hours of advance mathematics.

There was further lengthy discussion as to the content of the Math Educational proposal some of the objection came from faculty which expressed the fact that they had not had enough time to review the proposal. There was a vote which resulted in the tabling of the proposal. President Nelson then expresses the necessity of certification of teachers in the Philadelphia area. He requested that the members try to reach an agreement on the math proposal. There was then a discussion as to whether or not the Chair of a meeting can

lobby on behalf of a proposal. It was commented that the President cannot legislate from the chair, it was then stated that there should be mutual respect on the floor.

### **Discussion-Dr. Dickey**

**Remove proposal of statute of limitation from table-** Dr. Dickey explained the rationale behind the proposal of the statute of limitation. A motion was made and approved on the proposal.

### **Discussion...Announcements**

A. Academic advising...Dr. Safford...conducting some number crunching...raised the issue for discussion ..advising meeting...freshman, lack of communication...600 students...University Seminar I slots 345 students are all full slot 485, Eng102 already closed...Science's astronomy 230 biology 280..MAT 103, 104, 110 have 325 slots already taken 294, SOS151...,180, most of them were closed...Means that when freshman come to registrar there be difficulty to offer them courses. There will not be adequate number of classes available for the students. Assuming the number of incoming number of freshmen will be 400 to 500 freshmen. This means that there will also not be enough classes for students who return but have not registered. The president asked that the deans and the Vice President take a look at these issues.

- 1) Comments were made that there is simply not enough faculty there has been a decrease of 11 down to 8 or 9, it was suggested that the administration...hire the adequate amount of professors. It was commented that entry level students that already have needs they cannot be stacked on top of each other. It was stated that the University need more teachers, and reduce the class size of entry level classes, remedial courses if it is expected for them to be effective 25-35 to provide students with immediate feedback,
- 2) There was also raised the issue of logistical concern. It was asked of the administrative what they have done to address this on going issue. Dr. Nelson stated that there was an ongoing discussion as to the number of full time faculty. Dr. Nelson said that it was difficult to manage considering several unforeseen issues such as the extreme winter just past. Dr. Nelson specifically stated the need for full time graduate professor and stated that the issue is being discussed and is on the top of the table. Match resources and spaces with faculty looking for every position, how can we do it with limited funds marginal balanced budget, 200 lets for 72 we did not let back. Effect of none retention, winter concerns, cutting heard nothing about decreasing faculty, a graduate full time faculty with PhD's,
- 3) Another faculty member mentioned the fallout impact upon students who have no other courses available to take.

- B. Middle States update: draft periodic report is on the Academic Affairs web site. Tomorrow the mailroom will distribute the hard copy and password, letter to go out tomorrow proposal to address the draft on the 14<sup>th</sup> and 15<sup>th</sup> of April, 4:00 pm to 5:530 Dickey hall discussion, is for only Lincoln University report. Dr. Nelson asked that you keep the code private.
- C. April 27<sup>th</sup> Mid-Atlantic Conference it was requested that faculty encourage their student to be present and present papers.
- D. Dr. Poe announced that in an effort to internationalize the curriculum an International Day will take place tomorrow.
- E. Humanities School workshop on Thursday at 2:00 Dickey on globalizing the curriculum
- F. Office of Student Affairs: Elaine Brown (1<sup>st</sup> only female member of the black panther meeting) will be here on April 4, celebrating the anniversary of King's assassination. The event will be held in the Chapel.
- G. Please encourage your students to apply to the Prelaw program which begins on May 12. Students will receive a \$900 stipend. Applications due on the 7<sup>th</sup> of April

The President stated that in an academic environment that there will be differences of opinion, however they should not become personal. Everyone should have the freedom to discuss their points of view as colleagues and to say what you will or may without personalizing your colleague. At the end of the day decisions have to be made.

There being no further business, the meeting was adjourned.