Lincoln University Faculty Meeting
Tuesday, May 5, 2015
Ware Center Theater

MINUTES

Denise E. Wilbur, Ed.D.
Vice President for Academic Affairs (Interim)
Presiding

The meeting was called to order by Interim Vice President Wilbur at 11:00 a.m.

I. President's Remarks

• Dr. Harrison summarized a meeting that she had with Moody's Investors Service that addressed their concerns regarding the events of last semester. Moody's applauded the University’s tuition freeze, stability after significant negative media coverage, upward trend in enrollment, giving, advances in technological infrastructure, national exposure of athletic achievements and the Pan-Africana Studies Program.

• Acting President Harrison thanked the Faculty for staying focused on getting our students to graduation and for their encouragement and support over the last few months. Dr. Harrison announced that she will soon be returning to her former position as University Counsel.

II. Action Items

• Approval of Minutes—Minutes from the April 7 and April 14 extended session were moved, seconded, and approved as corrected:
  ◦ Add Dr. William Dadson (2018) to the PTS Committee;
  ◦ Non-Voting Representative to the Board of Trustees will serve a two year term;
  ◦ Change Dr. Chapp to Professor Chapp.

• Approval of May 2015 Graduation Candidates—Registrar Catherine Rutledge moved to approve the May 2015 Graduation list (graduate and undergraduate).
  ◦ Dr. Wilbur thanked the Nursing faculty, the former Director of the Nursing Program, Dr. Shelley Johnson, and Interim Director Joyce Taylor, for their role in graduating first-time Nursing majors.

The May 2015 Graduation list was approved by unanimous vote.

• PTS Committee—Because the vote at the April 14 meeting violated a clause in the Faculty By-Laws, Dr. Babatunde moved to approve the following amendments to the Faculty By-Laws:

Section 8.06 (a). No member of the faculty shall be admitted to tenure unless he or she has made formal application to the Promotion, Tenure and Severance Committee as specified in
the Promotion, Tenure and Sabbatical Guidelines. **Promotion and tenure are considered separately using different review processes.**

*Section 8.06 (b). Procedures for application and evaluation for tenure-track faculty shall be specified in the Promotion, Tenure and Sabbatical Guidelines as approved by the Faculty and the Board of Trustees.*

*Section 8.09. All applications for promotion must be submitted to the Promotion, Tenure and Severance Committee as specified below:*

  a. Applications for promotion may be generated by the applicant simultaneous to the application of tenure.

  b. **Tenure may be granted without promotion. The applicant may resubmit his or her application for promotion at a later date.**

  c. Any Lincoln University faculty member promoted to the rank of Professor is automatically granted tenure.

Motion defeated.

**III. Standing Committee Reports**

**Nominations Committee**—Ballots were distributed to break a tie between two faculty members for one seat on the Technology Committee. Ms. Christine Kerns was nominated to serve the four-year term.

**Athletics Committee**—Dr. McCullough reported on meetings with Dr. Pope and Vice President Gradowski and to follow-up on student fees that were imposed by the Board of Trustees (Resolution 232 dated April 8, 2006) when Lincoln moved from Division III to Division II. The Student Enhancement Fee is $658 per year and was developed to supplement athletics, pay for the reinstallation of the marching band, and, two years ago, the Board approved a fee increase to provide fiscal assistance to the Student Government Association. Dr. McCullough reported that the administration was under the impression that it was the $194 Physical Education Fee rather than the Student Enhancement Fee that was supposed to supplement the athletic budget. Dr. McCullough stated that there is a miscommunication as to whether the student fees are being assessed correctly in the annual budget. Dr. McCullough further stated that the University is in violation of the Pennsylvania Sunshine Law because they have not updated, for example, the top twenty list of highest paid employees. Going forward, the Faculty needs more transparency in the budget process.

Vice President Gradowski reported that the University is in compliance with Resolution 232: “**that at no time should the Operating Budget for the Athletic Department exceed more than 5% of the University’s overall Operating Budget for any year**” (the 2014-15 athletic budget is $2.429 million and 5% of the overall Operating Budget is $2.7 million, so the University is very close to the ceiling that was imposed by the Resolution). Further, Resolution 232 states, “**that the Board of Trustees authorizes the University administration to phase in a student athletic fee for undergraduate students, which will provide them free admission to all regular season home games of all athletic teams**”—which we do.

The Student Enhancement Fee (posted on the University’s website: **2015-16 Estimated Tuition & Fees**) is charged to all undergraduate students to offset costs incurred associated with student scholarships and the University’s bands, choirs and athletic teams.
Annually, the University files IRS Form 990 which lists the twenty highest paid University employees. Form 990 is public record.

**Library Committee**—Dr. Catherine DeCourcey asked the Faculty to advocate the release of FF&E funds for the Library. Dr. Harrison reported that she met with DGS in Harrisburg and their concerns were that historically the administration has not done what they were supposed to do—the funds have not expired and the funds will not expire, but there is a legislative process that the administration has to finalize so that the funds can be released. Dr. Harrison reported that her office is starting on that now and over the summer they are going to focus on getting the funds needed to complete projects such as the Library, the Wellness Center and others. DGS also asked the University for a five-year project plan that was never received.

**III. Discussion**

**Assessment and Accreditation**—Ms. Gloria Oikelome provided a short power-point presentation regarding the continuation of assessment activities over the summer months.

**IV. Announcements**

**LUC-AAUP**—Dr. Robert Langley presented a plaque to Acting President Dr. Valerie I. Harrison in recognition of her stabilizing leadership, dedication to the University's mission and commitment to those cherished ideals of academic freedom and shared governance.

The meeting was adjourned at 11:55 a.m.