

School of Social Sciences and Behavioral Studies
Faculty Meeting
November 20, 2007
4:00pm-5:45pm
President's Board Room

-The meeting was called to order by Dr. Thomas at 4:03pm.

Faculty in Attendance: B & I Technology: Dr. Oswald Richards, Mr. Robert Allen, Mr. Lamine Conteh, Dr. William Dadson, Dr. Ganga Ramdas, Mr. Gary Schwartz, Mr. Darrell Slaughter, Mr. Harry Washington; Education: Dr. Joanne DeBoy, Dr. Carol Anne George, Dr. Patricia Lewis-West, Dr. Lynnette Mawhinney, Mr. Kenneth Parker, Dr. Nicole Stephens, Dr. Admasu Tucho, Dr. York Williams; HPER: Dr. James DeBoy, Ms. Heather Leininger-Digan, Ms. Jamie Mansell, Dr. Sally Wagner; History and Political Science: Dr. Levi Nwachuku, Dr. Donald Bradt, Dr. Zizwe Poe, Dr. Carl Walton; Sociology and Anthropology: Dr. Patricia Joseph, Dr. Emmanuel Babatunde; Library Liaison: Mr. Albert Bryson.

Faculty Excused: Education: Dr. Elizabeth Surplus; HPER: Ms. Yvonne Hilton, Mr. Cyrus Jones

Faculty not in Attendance: Education: Dr. Emery Petchauer; History and Political Science: Dr. Todd Herring, Dr. Chieke Ihejirika; Psychology: Dr. Kevin Favor, Dr. Lennell Dade, Ms. Denise Gaither-Hardy, Dr. Penelope Kinsey, Dr. Delroy Loudon; Sociology and Anthropology: Dr. Anthony DiFilippo, Dr. Robert Millette, Dr. Zoran Milovanovich

Note: The meeting did not go in order of the agenda. The minutes reflect how the meeting was conducted in chronological order.

Action Items:

1. Moment of Silence for Dr. Terrance Johnson

Dr. Thomas requested if any of the faculty would like to share kind words about the late Dr. Terrance Johnson. Dr. Joseph shared with the faculty about the memorial service that was held the previous Saturday. Dr. Jim DeBoy and Dr. Poe expressed kind words about Dr. Johnson and his dedication to Lincoln University. Dr. Thomas requested that Dr. Joseph talk with Dr. Johnson's family and see if there is anything the school can do for the family (i.e. donations, etc.).

2. Presentation of Minutes

Dr. Thomas presented the minutes from the October 16, 2007 meeting. The minutes were voted on and approved.

3. Additions to Agenda

Dr. Jim DeBoy requested that course evaluations be added to the Action Items. Dr. Babatunde requested that Lincoln's ranking of historically black universities be added to the Discussion Items.

Standing Committee Reports:

Dr. Thomas requested that if committees did not meet since the last meeting, there was no need to give a report.

1. Middle States Self Study Report

Dr. Joseph distributed a duplicate handout of an email sent to faculty prior to the meeting. The handout outlined the major points from the Middle States Town Meeting. Dr. Joseph stated that if anyone had any questions pertaining to the town meeting, they should contact her directly. Dr. Joseph also reported that the online content will be available by the end of January. On Tuesday, November 27, an all-chairs meeting will take place discussing the evidence and standardized formats of how departments will be reporting their Middle States data. Dr. Jim DeBoy further explained that all departments have a three-ring binder where the evidence is being collected to determine if the department is doing what it says it is doing. Dr. Joseph urged faculty to look at their upcoming 2008 syllabi and make sure that the student learner outcomes and other criteria are in compliance. Dr. Thomas stated that faculty should talk with their chairs to view the current binder.

FYI/Discussion Items:

1. Special Guest, Ms. Tanya Bynum

The Manager of the Lincoln University Bookstore, Ms. Tanya Bynum, came to give a report and discuss the bookstore's relationship to the classroom. Ms. Bynum apologized as the email for faculty-staff appreciation day at the bookstore did not reach all parties. She encouraged everyone to stop by the bookstore to say hello and/or ask any questions. Ms. Bynum indicated that the deadline for textbook adoptions was October 15, and there are some departments that have yet to submit their adoptions paperwork. She reminded faculty that buy backs for books will be on December 3-7, and that this cannot occur if adoptions are not submitted. This also means that the bookstore will be unable to purchase books in time for the beginning of the spring semester. Ms. Bynum explained that this fall, textbook sales were the lowest they have ever been since Follet has run the bookstore. Ms. Bynum encouraged faculty to make sure students are purchasing textbooks for the class, and to also make sure that assignments (i.e. quizzes, etc.) connect directly to the textbook. In addition, Ms. Bynum requested that faculty do not put their books on reserve. If the students are claiming that the bookstore does not have the textbook, please go to the bookstore to check or contact that bookstore at 484-365-7994 or

bookstore@lincoln.edu. If the bookstore is out of textbooks, there is a 48 hour turn around time, provided that there is an adoption for the book. Ms. Bynum also explained that if students buy the textbooks online, they run the risk of missing components of the book (i.e. CDs in the textbook, etc.). Dr. George mentioned the issue with the voucher and that students can buy other items besides the textbook with the voucher. Ms. Bynum explained that she is currently in discussions with Ms. Ross about this issue, and the best way to handle the situation. Mr. Conteh explained that the bookstore may have an issue with price discrimination, and that Lincoln's books may be more expensive than other colleges. Ms. Bynum discussed that she did an analysis, and West Chester University, Rosemont College, and Harvard University are more expensive, and that we are competitively priced. Dr. Ramdas stressed that the bookstore should look into theory of economics and evaluate the buy back policy to see if it supports the primary textbook market. Ms. Bynum asked Dr. Ramdas to contact her with more information on the subject. Dr. Tucho asked if there were plans to open a bookstore at the Graduate Center, to which Ms. Bynum said that there are no plans to do so.

Standing Committee Reports continued:

2. Black Studies

Dr. Poe reported that the committee did meet, and they plan to give a report during the January meeting. Dr. Nwachuku announced that he is withdrawing from the committee.

3. Teaching Learning Enhancement Lab

Dr. Williams discussed that he has met with some of the original members of the exploratory committee. A document is finalized and forthcoming in 7-10 days in the form of an online survey. The survey is designed for faculty to give their input on what types of information and/or services the faculty would like to receive from the center. Workshops and seminars from the center will start during the Spring 2008 semester. In addition, Dr. Williams is in the process of developing the advisory board for the center. Dr. Ramdas added that he attended Mr. Ester's workshops for faculty and urged for uniformity within the school in terms of student assessment tools (i.e. rubrics, etc.).

Action Items, continued:

4. Course Evaluations

Dr. Jim DeBoy discussed that the decision to cancel course evaluations does not bode well for the upcoming Middle States evaluation. In 1994, the faculty approved the course evaluations and procedures. Since the cancellation of the evaluations, Dr. DeBoy put forth the following motion:

We, as a school, will go forward with the course evaluations. This will occur in two parts.

- 1) We will commission the Office of Institutional Research to provide the normal course evaluations to all faculty by noon on Monday, November 26, 2007.

2) If #1 is ignored or rejected, we will administer a shortened clone of the course evaluations ourselves.

Dr. DeBoy then distributed a shortened version of the course evaluation that he constructed for faculty.

Dr. Walton seconded the motion. At which time, Dr. Poe asked if the Middle States report already delimited the reported method of collecting data. Dr. Joseph clarified that the answer was yes, as it is the university's course evaluation. Dr. Dadson explained his concern that if this motion is approved, it might violate the collective bargaining agreement. Dr. Thomas stressed that whatever decision the body makes that her role is to share the school's concerns with Dr. Venerable. Dr. Jim DeBoy explained that this is a bigger issue of faculty governance. Dr. Nwachuku and Dr. Tucho were concerned as to who would tabulate the evaluations. Dr. Dadson asked to table this issue. Dr. Joanne DeBoy stressed her concern that this is an issue with non-tenured faculty who need the course evaluations. Dr. Jim DeBoy added that 619 course evaluations were distributed last semester, and 553 evaluations were collected. Thus, there was a 90% compliance rate, where now there will be 0% compliance rate for the fall. He added that chairs need to address faculty's lack of compliance on a case-by-case basis. Dr. Bradt stated that we would then want university compliance on the motion. Dr. Lewis-West added that the school's mission speaks to student involvement, and that the absence of course evaluations is moving away from the mission. Dr. Lewis-West and Dr. George reiterated Dr. Joanne DeBoy's concerns about lack of evaluations for non-tenured faculty. Dr. Nwachuku explained that the tenure committee will not deny an Assistant Professor promotion with one semester of missing evaluations. Dr. Washington stressed that the motion is out of order because the school does not represent the faculty as a whole. Dr. Richards explained that on one hand the lack of evaluations are violating existing policy, but on the other hand we are developing a new model for implementation which is violating procedures. Mr. Conteh mentioned that he met with a Parliamentarian, and that the school is in violation because we do not represent the entire faculty. Dr. Stephens added that the school does not have the legal right, but something needs to be in place so that there is some sort of evaluation. Dr. Wagner discussed that the shortened evaluation form is an assessment, people can demonstrate their academic freedom by choosing to use it or not. Dr. Nwachuku moved to table the issue, and Dr. Babatunde seconded the motion. Dr. Thomas asked to complete a secret ballot in order to table the issue.

FYI/Discussion Items, continued

2. Dr. Thomas mentioned that the faculty listed on the agenda had successfully submitted their curriculum vitas to the school. She explained that the CVs are needed because she is contacted by outside sources asking for research interests of faculty, and the CVs will be used for establishing networks. Dr. Joanne DeBoy explained that CVs were submitted to Faye Lambert. Dr. Mawhinney clarified that Faye Lambert needed CVs, but also there was an email from

Merrie Lee Anderson requesting CVs and that is were the confusion lies. Dr. Thomas reminded faculty to submit electronic CVs to Ms. Anderson. Ms. Mansell discussed that she wanted to make sure that her personal address and phone numbers will not be listed on the CV. Dr. Joseph suggested that there be a standardized CV established for the website that all faculty need to complete in order to avoid this issue.

Action Items, continued:

4. Course Evaluations, continued

The silent vote to table the course evaluations were tallied and 13 voted to table the issue, while 14 voted to not table the issue. Thus, the conversation continued about the course evaluations. Dr. Jim DeBoy mentioned Dr. Lewis-West's comment to make a friendly amendment to change the language to "request permission" to make copies of the evaluation available to faculty. The second piece is to allow the departments the opportunity to conduct evaluations, if they so choose. Dr. Poe stated that before making a decision, he would like to know why Dr. Venerable made the decision to eliminate evaluations for the semester. Dr. Thomas stated that there is a motion on the floor to make a "request" to continue faculty evaluations. Dr. Tucho added that the Graduate Center has already completed 50% of their evaluations. Dr. Thomas reiterated that there is a motion on the floor. Dr. Jim DeBoy exclaimed that "request" is too weak of a word, and stated that "commission" would be a better term. Dr. Thomas mentioned that Dr. Venerable will not be back on campus until Tuesday, and Dr. Nelson already left for the holidays. She then asked under the change of language to "commission" the evaluations, a vote was taken, and the motion was approved (20 in favor, 2 not in favor, 4 abstained).

FYI/Discussion Items, continued

3. Lincoln University's Ranking

Dr. Babatunde wanted to discuss Lincoln University's recent ranking by *US News & World Report*. Lincoln is ranked 32 out of 34 historically black colleges (see http://www.usnews.com/usnews/edu/college/rankings/brief/t1_hbcu_brief.php for more details). Dr. Babatunde stated that the university cannot ignore this ranking, and that faculty should assist administration with this issue. He stated that we do not need to be emotional, but we need to be intellectual to insure a better ranking for next year. Dr. Thomas mentioned that only 38% of black presidents responded to the inquiry about ranking because the set criteria are not positive on our students' advancements. For example, Lincoln retains Act 101 students for two years, which would affect the ranking. Dr. Richards mentioned that we need to understand it is a flawed model. Dr. Poe mentioned that *US News and World Report* lists its ranking criteria online. He also stated that we need to not leave this all to administration, but faculty need to play a role and talk positively about Lincoln.

Revised December 12, 2007

Dr. Thomas asked for a motion to adjourn the meeting, which was seconded by Dr. Joanne DeBoy. The meeting came to a close at 5:45pm.

Respectfully submitted,
Lynnette Mawhinney, Ph.D.
Assistant Professor of Education