

Lincoln University Faculty Council
Regular Meeting Agenda
January 8, 2019, 12:30 p.m.
Ivory V. Nelson Center for the Sciences, 318

Members: Moses Haimbodi (Chair), Andriy Semychayevskyy (Vice Chair), William Donohue (Secretary), Emmanuel Babatunde, Chieke Ihejirika, Monica Gray, Charles Pettaway, Oswald Richards, Virginia Smith. Ex Officio: Sophia Sotilleo (Faculty Representative to the BOT), Dana Flint (Parliamentarian)

- I. The meeting was called to order by Moses Haimbodi, Chair, at 12:41 p.m. with a quorum of six voting members.
- II. Roll Call of Members Present
 1. Absent members: Dr. Ihejirika was in a meeting with Dr. Allen. Dr. Flint was away at a conference.
 2. The Chair recognized the gallery attendees of Dr. Taylor-Benns, Tiffany Lee, Dr. Gallagher, and Dr. Deboy.
- III. Approval of Agenda
 1. The 1-8-19 Agenda was approved as posted
- IV. Approval of Minutes
 1. The 12-11-18 minutes were approved as written
- V. Presentations
 1. Strategic Enrollment Planning—Kimberly Taylor-Benns
 - i. Enrollment management is a holistic concept based on a business model; SEM is not a quick fix
 - ii. Involves Campus climate survey, level of student preparation, classroom activities, who are our students, what sets us apart, The Current Political climate helps HBCUs because of the “safe haven” appeal.
 - iii. Recruitment *and* retention-- what is going on that is not keeping students at Lincoln University? Examining multiple factors within the current “healthy” database.
 - iv. PA market is saturated. Delaware and Maryland are targets. Each year a state is chosen to target and explore. Recently, Ohio and California were targeted.
 - v. Faculty are important to know the types of students the institution should recruit as well as the expectations of students.
 - vi. Discussion:
 1. Question: Have you been able to determine what financial resources you need, and have you been able to get them?

Answer: Resource assessment will be done. The plan moving forward to “right-size” enrollment. Brought in 535 and 74 transfers, which was the goal of the President. 535 new first year students worked and will be target next year. Transfer students are not counted in national numbers for national rankings.

2. Question about niche--focus on first generation, traditionally marginalized communities. We do heavy lifting as an institution.
3. Are students able to keep up with the college rigor? Retention is the responsibility of the institution; persistence is on the student. Lincoln is working on the support system that institutions need to provide for retention.
 - a. Extended discussion
 - b. Rubric to define the type of student we want.
 - c. Resistant/reluctant student –how do we deal with those students?
 - d. Observation from FYE—students don’t understand importance and impact of entrance exams.
 - e. Moving forward many discussions about persistence vs retention issues, identifying of resources to aid in retention, and to aid in student persistence
4. Are students adequately prepared-why is there disconnect between a student identified as academically prepared and placement tests—such as communication plan, practice tests, etc.
5. Enrollment by major recruitment sent to chairs, not reaching faculty—recruiting for University not by major.
6. Issue of classroom visits during tours (issue will be brought to chairs meeting)
7. Reporting of information by Faculty is tantamount for example, financial aid reporting if students are not attending class.
8. Comment: Two identified issues in recruitment and retention were a divide between faculty and administration that lessened faculty involvement in recruitment as well as the Studio Green housing and the remoteness that cuts off students from campus culture.
9. Many Faculty are willing to work with the Office of enrollment management.
10. Enrollment Mangers are challenged to bring people together as it depends on a highly collaborative effort.
11. Examples of SEM plans will be sent (Kutztown and Duke) to see communication plans and actions by multiple stakeholders across a university.
12. Lincoln receives about 6000 applicants—accept 10%.

13. A SEM plan is in the process of being built and that of Main Campus and University City will be different as they focus on different student populations.
14. The standing committee on Admissions, Academic Standing and Financial Aid focused all of its time on academic standing issues and is not able to involve itself in admissions. This issue needs to be examined and rectified.
15. The 535 students worked because Lincoln lost less students. One reason was class size. The Faculty to student ratio should be 15:1. In order to have the right size classes, in order to have the right faculty to student ratio, the current right number is 535. The goal is for total enrollment to be at a certain level, so we don't need to bring in as many students in the first year class.
16. Enrollment that encompasses more than just admissions needs to be a focus of a committee as Admissions, Academic Standing, and Financial Aid is overwhelmed with Academic Standing issues.

VI. Action Items

1. The results of the Faculty Survey will be sent to Faculty with Dr. Pettaway's summary.
2. Faculty Committee on Nominations will work with the Principal investigators of the Mellon Grant Foundation for appointments.

VII. Adjournment- The meeting was adjourned 2:20 p.m.