

FACULTY MEETING
APRIL 6, 2010

I. Report of the Student Government Association: Ms. Courtney Tipper has been elected Student Government President for 2010-2011.

II. Report of the President: Dr. Ivory V. Nelson. Dr. Nelson reported that he needed to leave at 5 PM to do conference calls associated with the upcoming Board of Trustees Meeting on Saturday April 17, 2010. We will need to continue working on implementing the Board of Trustees strategic priorities and overarching themes for the upcoming years. Our goal is that a graduate from Lincoln University be graduate school ready or ready to work in the workplace. This requires the commitment of all of us. Dr. Venerable, the Provost and Senior Vice President, will guide the faculty discussions and deliberations. In the Academy debate and discussion are very important in order to reach a successful conclusion.

We are now in a new era where we must assess everything to determine whether it is working and effective. Documentation is also essential. How do we help the students and how do we determine if they are graduate school ready? There are several measurements: GRE, LSAT, GMAT, and MCAT. We already have one discipline: Teacher's education: PRAXIS I and PRAXIS II. How well do they perform after a four to five year period of attending college and passing these tests of measurement and performance? Dr. Dade commented that we must be very careful in the selection of those tools which can assess student performance and achievement and that we need the faculty to be involved in the process to determine what satisfactory measurement tool which will be use to assess our students to be graduate school ready. Dr. Siddique commented that we need to look carefully at those graduate schools to see what are the standard requirements needed for admission into their graduate programs. Dr. Nelson stated that we all have our concerns with standardized tests and their biases. We all agree that we do want our students to be graduate school ready, but the faculty must determine what will be used to determine are the best measurement tools.

III. Report of the Provost and Senior Vice President: Dr. Grant Venerable.

Dr. Venerable read his report which he submitted to the faculty in an earlier email and as guest blogger for the week on Lincoln University Teaching Matters blog: "Whence cometh excellence – a prelude to the April 6 Faculty Meeting."

In his comments he reported that Harvard University is now debating whether to continue or drop the scholarly study of Theology. Lincoln University is now debating among the faculty the implementation of Board of Trustees resolutions and strategic plans to set policy for the University.

We will know in June 2010 how effective our report on Assessment which we just submitted to Middle States Commission on Higher Education.

Dr. Venerable asked the faculty to consent and accept the overarching themes and specific objectives as established by our Board of Trustees.

The Overarching themes:

- Embrace an academic culture that improves the university's reputation measured by teaching, research, and service, and to embrace an ethic that fosters Graduate School-Ready Standards for all Lincoln students.
- Structure and sustain an environment that provides each student with the best opportunity for their academic, cultural, social, physical, mental and spiritual success.
- Provide a mechanism to financially support the university's strategic initiatives and to ensure the effective delivery of the university's operational and support services measured by both professional efficiency and customer service.

Specific Objectives:

- o Recruit and enroll 35% of the freshman class with SAT scores of 900 or better for fall 2010
- o Increase freshman to sophomore retention rates to 85% by fall 2012.
- o Increase the six year graduation rate to 48% by fall 2012.
- o Rank among the top ten HBCU ranking by fall 2012.

Student outcomes:

How good do we want our students to be?

1. Academically capable to matriculate at a top-fifty graduate or professional school.
2. Professionally prepared to be identified as a high-potential employee and fast-tracked within a company.

Later in the faculty meeting the faculty was asked to consent to these overarching themes, objectives and student outcomes set by the strategic initiatives of the Board of Trustees.

IV. Action Items

A. Approval of the minutes of the [March 2, 2010 Faculty Meeting Minutes](#). The minutes were approved with 3 abstaining.

B. Faculty By-Laws Committee: Dr. Susan Safford. She reported that they will postpone until the Faculty Meeting next September because of revisions to their recommended By-Laws changes incorporating comments received from the faculty.

C. Recommendations from the Curriculum Committee: Dr. Robert Langley.

The Biology Department recommends reallocation of credits for their 4 hour credit laboratory science course. They are recommending that Biology 101 Human Health and Disease lecture course goes from 4 to 3 credit hours and that Biology 161 Human Health and Disease laboratory course will go from 0 credit hours to 1 credit hours. This is being recommended because students are failing the course because they are not attending the laboratory part of the course which is now 25% of the grade. They feel that by separating the courses the students will find it easier to attend both the lab and lectures courses if they count for credit individually.

Mr. Bryson asked what the allocation for the other introductory science lecture and laboratory courses in the School of Natural Science and Mathematics is currently? Dr. Langley replied that Physics already allocates 3 credits for the lecture and 1 credit for the lab and that Chemistry is 4 total credits for lecture and lab combined. Mr. Bryson asked if Chemistry is considering going like Biology. Dr. Langley replied that the Chemistry Department is currently investigating that option.

Professor Donohue asked if it is possible upon approval that a student could pass the lecture and fail the lab to graduate from the University. The answer was yes.

The changes in credit hours for the biology courses were approved.

D. Recommendations from the Educational Policies Committee: Dr. James DeBoy

Dr. DeBoy moved the approved of the Early Childhood Education Major. This program will cover Pre-K through 4th grade and replaces the Elementary Education Major. This program was designed to meet the educational requirements as established by the Pennsylvania Department of Education. Several faculty pointed out that the proposed advising sheet and the proposed Early Childhood Education program sheet need to be updated to match the current core curriculum requirements regarding foreign languages or computer languages, the humanities courses should be 200 level courses instead of 100 level, and that Astronomy is now PHY 181.

The program does meeting the University requirements of 124 hours for graduation and that the certification portion does meets the minor requirements.

The program was approved with 5 abstaining.

Dr. George then moved to approve the following new courses for the Early Education program en bloc:

- EDU 210 Assessment Methods I
- EDU 221 Literacy Development I: Birth to 5 years
- EDU 222 The Developing Child II; K-4th grade
- EDU 223 Academic Development for Second Language Learning
- EDU 304 Differential Reading Instruction
- EDU 311 Social Studies Methods
- EDU 314 Math Foundations II: Primary Grades
- EDU 315 Science Methods

The courses were approved.

E. Recommendations from the Nominations Committee: Dr. Kaubab Siddique.

Dr. Siddique distributed to the faculty a slate of nominees for the faculty standing committees for 2010/11 academic year. All committee posts serve for 3 year terms except for the alternate on Promotion Tenure and Severance which is a four year term.

Admissions, Academic Standing, and Financial Aid: Dr. Poe
Assessment: 1 needed from Library: Ms. Pevar.
Athletics: Dr. Balaji
Curriculum: Dr. Siddique
Educational Policies: 1 from the School of Natural Sciences: Dr. Major
Faculty By-Laws: Dr. Williams. Dr. Dana Flint nominated Mr. Bryson.
Faculty Development: 1 needed from Library: Mr. Hunter-Hayes was nominated by Mr. Bryson.
Graduate Studies Committee: 2 graduate faculty needed: Prof. Worts and Dr. Linda Stine were nominated.
Honorary Degrees: None needed.
Honors and Awards: Dr. Christine Limb and Dr. Charle Poza. (On the slate it was misspelled Charle Pota).
Judicial: Dr. Nigro [This is a temporary appointment to replace someone who had recued himself from a hearing.]
Juridical Review: Dr. Joseph
Lectures and Recitals: Dr. Siddique and Dr. Poe.
Library: 1 member needed from School of Social Studies and Behavioral Sciences: Dr. Milovanovich.
Promotion Tenure and Severance: 1 alternate needed from School of Natural Sciences: Dr. Roberts.
Religious Activities: None needed.
Research and Publications: Dr. Milovanovich.
Student Health and Welfare: Prof. Pevar and Dr. Siddique
Technology: 1 needed from School of Humanities: Dr. Button.
Writing: Dr. Button
Parliamentarian (1 year term): Dr. Flint.
Non-Voting Representative to the Board of Trustees (2 year term): Dr. Poe.
Faculty Secretary (1 year term): None. Mr. Bryson the current faculty secretary indicated that he was not interested in continuing since he is now serving in his second year and feels that two years is enough. We will try in September to see if we can get a nominee for faculty secretary.

The faculty voted on the slate as completed for faculty standing committees except for the Faculty By-Laws Committee where there are two candidates competing for 1 slot. The slate was approved.

The faculty proceeded to vote on the Faculty By-Laws Committee position between Dr. Williams and Mr. Bryson. First was a voice vote, which was not conclusive. On a vote of the faculty by hand Dr. Williams won the post on the Faculty By-Laws Committee.

F. Faculty vote to consent or not to consent to approve the overarching themes and strategic initiatives of the Board of Trustees.

Dr. Venerable distributed to the faculty paper ballot to see if they would consent to the idea of the overarching themes and strategic initiatives as approved by the Board of Trustees in principal. The Board is interested in the overarching themes and they wanted to know by straw vote of the faculty to see if they embraced these and are willing to work to implement these.

There was extensive discussion whether the faculty should be doing this. It was agreed that the Faculty could turn in their votes by Friday to the Office of the Provost.

Some of the faculty had not read Dr. Venerable's article emailed earlier. It is also on the Teaching Matters blog. He re-read the three overarching themes, specific objectives, and the expected student outcomes.

Dr. Safford questioned the process and that there needs to be extensive discussion and debate by the faculty first regarding how to implement these.

Dr. Safford asked Dr. Millette, our non-voting representative did the Board of Trustees already approved these. Dr. Millette replied that this was the first thing Bishop Evans, The current chair of the Board has been promoting since his election as chair. It has been discussed at the September, November and February Board of Trustees meetings.

Dr. Stine suggested that the first overarching theme should be amended to say Graduate School-Ready Standards for all Lincoln University undergraduate students. It fails to take into consideration of the 600 graduate students we have currently that have already met the standard of Graduate School-Ready.

Professor Donohue questioned the first specific objective to recruit 35% freshmen class with a score of 900 or better. This is based upon the traditional SAT combined score of 1600. The new SAT is 2400 with the new essay requirement. He also asked where we are now on meeting the first specific objective. Dr. Venerable replied he believed we are between 15 to 20 % of the incoming freshman class.

V. Discussion Items

A. Committee Reports from the chairs of Faculty Standing Committees.

- Admissions, Academic Standing, and Financial Aid: Most of the work is done over the summer.
- Assessment: Ms. Pitt. We have reviewed the Middle States report prepared by Dr. Aubrey.
- Athletics: Dr. Flint: 2 handouts were distributed to the faculty: Ten issues between faculty and student-Athletics prepared by Student-Athlete Advisory Committee and Lincoln University Intercollegiate Athletic Department Athletic Academic Services.
- Curriculum Committee: Dr. Langley. He reported that the Committee met several times to review curriculum proposals. The Committee requested that the faculty submit their curriculum proposals to the committee prior to the 15th of each month in order to give the committee sufficient time to review and discuss them.
- Educational Policies Committee: Dr. James DeBoy. Two proposals are pending: Bachelor in Human Services and a new minor in Psychology.
- Faculty By-Laws Committee: Dr. Safford. The Committee met several times to discuss the purposes and duties and responsibilities of each standing committee. We will share this with the faculty next year.
- Faculty Development Committee: Dr. Linda Stine for Mr. Chopra. We have received 19

proposals and will submit our recommendations to the Office of Academic Affairs by end of the week.

- Graduate Studies Committee: Dr. Tucho reported that they are working on several graduate studies programs including Early Childhood/ Special Education.
- Judicial: Dr. Van Dover: One case has been resolved and a current case which is now in due process.
- Juridical Review: Dr. Smith: No report
- Lectures and Recitals: Tracey Hunter Hayes. We sponsored the Christmas Program, Women's History Month program organized by Ms. Pitt, and 15 programs sponsored by student groups.
- Library: Tracey Hunter Hayes. The Library has successfully reclassified Special Collections. The Special Negro Collection (SNC) has been renamed African American Collection (AAC). We will have a Vail Memorial historical collection and a Seminary collection containing all Hebrew, Latin and Greek Works. The use of the Historical Langston Hughes Library building over the past three weeks (12 days) is averaging 6 to 7 students using the building per day. Services in modules have face to face services up 35%. We are averaging 200 bibliographic reference questions a month involving our databases both in person and by phone.
- Nominations: Dr. Siddique. We thank Dr. Dade for her three years of service on the committee.
- Promotion Tenure and Severance: Dr. Joseph. No report.
- Religious Activities: Dr. Stephens. No report.
- Research and Publications: Dr. Hammodi: We have received 8 proposals and we will soon submit our recommendations to the Office of Academic Affairs by the month.
- Student Health and Welfare: Prof. Donohue: The Committee has met several times regarding some events on campus which we feel were mishandled. On Friday this week we will discuss issues of student health such as insurance and preventative care.
- Technology Committee: Prof. Chapp. The Committee has been working with Nancy Evans regarding a new content management system to replace WebCT. We have looked at Moodle and Desire2Learn. We also looked at Distance Learning, Student assess to IT for technology support, IT control of technology on campus, and network issues, and description of the duties and responsibilities of the committee.
- Writing: Professor Esters: Working with Dept of English and Mass Committee on use of portfolio regarding Writing Proficiency. We did a survey of the faculty. The primary issue concern Plagiarism and education of students concerning plagiarism. Revamp the Writing across the curriculum website.
- Honorary Degrees Committee: Dr. Royer. 3 candidates receiving honorary degrees: Congressman Chaka Fattah, Mr. Robert Bogle, and Dr. William Bennett.

B. Faculty Forums: Dr. Mel Leaman. He reported on the last two faculty forums. In March the faculty discussed what we should be doing with suspension of students: How do we handle problems such as adequate notice or no notice? How do we deal with students when they come back from suspension? The Educational Policy and Juridical Review Committees jointly should prepare a survey of the faculty on this issue and a policy concerning suspension of students.

On March 29 the faculty did meet with Bishop Evans again. It was the faculty alone. One of the big issues has been communications on campus. It is poor and needs considerable improvement. Most communication is at the last minute. Rev. Evans also discussed academic excellence and the culture of the university. It takes too long to get things done. We do not need to "dumb

down” our policies. We need to emphasize excellence. We also discussed the gang culture on campus. We had an extensive discussion regarding the library and why it takes so long (2 years) to fill a vacant library position. We also discussed the new online registration process. We have a long history of the President versus the faculty on many issues. We need to have more cooperation between administration and faculty, and shared governance.

C. Black Studies at Lincoln University: Dr. Daryl Poe. Dr. Poe talked about the long history of black studies at Lincoln. Black Studies, with its Pan-African focus, fit into the tradition of Lincoln University. By offering Black Studies could attract better students. Dr. Poe is working on an article about the history of Black Studies at Lincoln. How could we reintroduce Black Studies at Lincoln? Each major should prepare a black studies course that we would be part of their major. This would also provide courses for Black Studies major.

We are creating an Ad Hoc Committee to encourage the infusing of materials on Blacks in our courses. Lincoln only offers one course in the sciences about the role of Blacks in Science. We need Black Studies as a center of excellence in addition to the four centers of excellence. We need to make better and more effective use of the Library’s Special Collections.

Respectfully submitted,

Albert M. Bryson
Faculty Secretary