

Faculty Meeting Minutes

Tuesday, February 14, 2012

4PM

Ware Center Theater

Robert R. Jennings, Ed.D. President, Presiding

Mr. Bryson, the faculty secretary is out sick today. Mr. Neal Carlson, the Interim Director for the Library will serve as interim secretary today.

I. Report from the Student Government Association: E. Wayne Walker, Jr., Vice President for Internal Affairs reporting.

- Operation Bottle Drop: recycling competition between the dorms and cleaning up the campus.
- Roundtable discussion at 7PM this Thursday the ICC Building.

Dr. Jennings encouraged the faculty to have more participation with our students outside the classroom. We need to encourage and mentor them. This will help create more supportive alumni.

II. Report from the President: Robert R. Jennings, Ed.D.

Dr. Jennings and Dr. Thomas hosted a breakfast this morning in Harrisburg with the legislators. After the breakfast we visited with various legislators to get additional support for Lincoln.

Governor Corbett proposed that we will get the same amount in state allocation in the upcoming fiscal year as we did this year. Of the 4 schools in our category we are not all equal and we should be treated as equal with the other 3 state related schools. If we have to take additional cuts in our current allocation we will have to lay off 91 employees. That is the only available way we have to survive. We write 579 checks each month. We are one of the largest employers in Chester County. 29 million dollars is spent in Chester County annually and our bank administers 63 million dollars annually.

We need to update our strategic plan to make it relevant. I am asking faculty to review the strategic plans for their departments. Our five year periodic review report is due into Middle States next January. We need to certify that against our strategic plan and review the goals, mission, and objectives. All departments must report back to Dr. Thompson by February 20, 2012.

We need to recruit more students for Lincoln. We need you to assist recruiting students and to retain them. Retention is important. Currently we have 2,163 students and we need to have 3,250 students.

We have one of the best Learning Resources Centers in academia. We need to encourage our students to use this very vital service. Graduation rates and retention rates are examined.

Beginning next week I will gather together faculty, staff, alumni and students and meet over the next month about how to rebrand Lincoln University. You will see us advertising on the nearby billboard. We will be advertising on radio and television.

Dr. Thomas will work with me on culture at Lincoln. Since coming aboard I have met with 45 groups and am now serving on the boards of four local organizations. We need to attract the Latino community. We will add Latino and Asian recruiters.

We need to get online with distance education. Two companies have come to Lincoln and made presentations on what they can do for us in distance learning.

Dr. Jennings and Dr. Thompson have met with Middle States. We are now aware of their perception of us. Dr. Jennings will be available to assist with accreditation and assessment.

We need to increase Graduate enrollment by 900 students over eighteen months. We will establish a library at the graduate center in Philadelphia, primarily using online resources.

We will bring 40 high school students to Lincoln over the summer from both Philadelphia and Chester County. We will teach them study and test taking skills and expose them to an academic environment.

Dr. Thompson took charge of the meeting.

III. Action Items.

A. Approval of the [Minutes of the January 10, 2012 meeting](#). They were approved.

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

1. Academic Renewal Policy (amnesty)

The academic renewal policy allows Lincoln University degree seeking students who experienced academic difficulty at an institution to have one opportunity to make a fresh start at the same institution after an absence of at least five calendar years from any postsecondary institution.

Eligibility

To be eligible for academic renewal consideration, you must meet these requirements:

- Not have been enrolled at any post-secondary institution for five or more consecutive calendar years.

- Have not graduated from Lincoln University.

The proposal was amended to change five or more years to three or more years. The amendment was accepted as a friendly amendment.

Conditions

- Activated at the time of re-admission
- All courses and credits that were taken prior to extended absence will be removed from consideration for GPA and GPA will start over.
- All course work will remain on the transcript with a notation of Academic Renewal.
- Requirements for degree will be based on the Catalog in effect at the time of re-enrollment.
- Academic renewal may be granted once per student.
- The granting of Academic Renewal does not supersede financial aid policies regarding Satisfactory Academic Progress.
- Academic renewal will begin the first term following re-enrollment.
- Re-entry into any program is not automatic.
- The Academic Renewal GPA will be used for determining academic standing and eligibility for graduation. At least 50% of work toward a degree must be completed after the granting of Academic Renewal status for a student to be eligible for honors at graduation.

Teacher Certification Programs

When the student applies to re-enter a program leading to teacher certification, the qualifying GPA will be based on:

1. Grades earned in all courses on the transcript – even though these courses no longer contribute to the Lincoln cumulative GPA)
2. Grades of any transfer courses
3. Grades earned at Lincoln after returning under renewal (a minimum of 15 credits).

After some discussion, the motion as amended was approved with 3 abstaining.

2. Second motion from Educational Policies Committee concerns the second bachelor's degree.

Students with a First Undergraduate Degree from all other colleges:

Students who have obtained their first degree from any other college will need to apply as an undergraduate transfer student and meet all the academic requirements for an undergraduate degree.

Students with a First Degree from Lincoln University:

To earn an additional bachelor's degree, a student must complete all the requirements for the degree and must complete 24 semester hours in-residence beyond the first bachelor's degree with a minimum of 15 credits in the major.

All readmit students with a first degree from Lincoln University must choose a major at the time of their application. If the student is granted admission to the second program, then upon completion of the university academic requirements a second diploma will be awarded and the second degree will be noted on the transcript.

The motion was approved unanimously.

3. The third motion from the Educational Policies Committee was the assessment of the success program at Lincoln University.

In an effort to assess the overall effectiveness of the EDU, ENG, and MAT "Success Courses", the faculty formally requests the aforementioned academic departments to respond to the following six questions:

1. Briefly describe the process how your department places students into "Success Courses"
2. Is the current placement process satisfactory with respect to time, cost, and validity? How do you know?
3. To what extent, if any, are learning experiences compromising this course similar across all sections? How do you ensure common learning experiences?
4. What conclusions about student satisfaction with course have been drawn based upon End-of-semester Course Evaluations (indirect measures)/
5. What sources of evidence exist that substantiates SLOs is being met? Is there any follow-up of these students after they complete the success course, e.g., how do high performing EDU 097 students (grades of A, A-, B+) compare to students exempt from EDU 097 with regard to cumulative GPA after four semesters?
6. Please list any changes to placement policy, curricular content, SLO, or measurement tools that you are planning and the basis for proposed changes.

After some discussion, the motion was approved unanimously.

IV. Discussion Items

Reports from Standing Committees

Faculty By-Laws Committee: Dr. Safford.

All the committees have been contacted about their missions and responsibility. The By-Laws Committee is in the process of reviewing these.

Ad-Hoc Committee on the Core Curriculum: Dr. Dana Flint.

The committee had met several times since the last faculty meeting and the assessment of the core curriculum courses for this year were discussed.

A handout was distributed. All the core curriculum courses will concentrate on the first two integrated themes this year for assessment. They use the SLOs for these themes for assessment purposes. Student learning outcomes definitions for each of those themes will be used. Some departmental core course might not meet the particular core competencies being assessed. The department can design their own particular SLOs to suit their needs.

Dr. Jennings asked once we evaluate the course how do we use that data? When you assess you will answer the four questions on the second page of the committee written report. Take that data and determine how you utilize that data. There will be proposals on how to improve the course and how you modified the course based upon assessment. The simple question is what do the student know and how do we know they know it? We must make sure all core competencies will be address in the courses. We will supply syllabi, rubrics, outcomes and what we have done to improve the courses over a period of time. Visuals have a whole new meaning now. Current students are more visual today.

Record keeping and accountability is here to stay.

The last page gives a list of competencies. It lists 6 competencies and for each of the competencies there should be two to five SLOs. For critical thinking we list three SLOs. We hope to have the competencies approved at the next faculty meeting. Then we will have to work on the SLOs. We would like the faculty to submit suggestions to Dr. Flint by email as soon as possible. Several of the competencies should be cultural/global and ethical responsibilities.

Admissions, Academic Standing, and Financial Aid Committee: Dr. Poe

He reported about the articulation agreements among Pennsylvania academic institutions. We need to recruit transfer students from community colleges. We need to make effective use of these program articulation agreements.

Faculty Committee on Assessment and Evaluation: Prof. Donohue

We want to make sure that you are make effective use of the resources available. We are still reviewing student evaluation forms and hopefully by the end of semester will be able to submit an updated student evaluation form.

Dr. Jennings announced his intention to keep the Ad hoc Committee that was created for the last monitoring report to Middle States to insure that assessment of student learning continues.

Technology Committee distributed a survey for the faculty to be completed by March 2, 2012.

V. Announcements

1. Faculty Development Committee: Dr. Babatunde announced that the dateline for submission for this year's grants applications to the faculty is March 30, 2012 by 5 PM.

2. Dr. Lawton announced two programs: On March 5, 2012 Calvin Coleman will give a presentation in the ICC Gallery at 4 PM and the Lincoln Barnes lecture series will have a program featuring Leslie King-Hammond on March 8, 2012 at 6 PM in the Ware Center Theater.

3. Brandon Harris from Student Government Association will be cosponsoring with the chapel a program on Friday February 24, 2012 featuring Cynthia Hale, the personal chaplain to President Obama. She will be speaking at 7 PM and prior to that at 6 PM she will give a book presentation on her new book.

4. Dr. Button and Dr. Ihejirika announced that the faculty can submit proposals by March 15, 2012 concerning the \$100,000 NEH grant that were awarded concerning Lincoln's global heritage and legacy. In June we will have a one week program featuring scholars.

5. Professor Washington announced that on Tuesday March 6 there will be a Business proposal competition in the Ware Center Theater.

6. Ms. Rutledge announced that she will be sending out Degree audit and graduate certification to the faculty and department chairs.

7. Ms. Rutledge reminded the faculty that next week in Mid-term exam week and we expect the faculty to submit grades for all the students listed.

8. Dr. Thomas had three announcements:

A. 35 prospective Lincoln University students will be here on Monday February 20 at 10:30 AM in the ICC;

B. The annual oratorical competition will be on Thursday March 8, 2012 in Dickey Hall Auditorium; and

C. that two of our students received \$1,000 scholarships from the Pennsylvania Conference of Black Higher Education.

9. Dr. Safford requested that we act soon on a policy concerning Distance Education. The proposal from the Ad Hoc Committee on Distance Education needs to be submitted to the appropriate standing faculty committees and the faculty for action soon.

The faculty secretary would like to acknowledge the audio recording and the good detailed notes from Mr. Carlson for their assistance in compiling the February faculty meeting minutes.

Respectfully submitted,
Albert M. Bryson
Catalog Librarian
Faculty Secretary