

Lincoln University Board of Trustees

Regular Meeting

February 8, 2025

MINUTES

The Lincoln University Board of Trustees held its Regular Meeting on Saturday, February 8, 2025, in the International Cultural Center Boardroom.

Mr. Gerald W. Bruce, Board Chair, called the meeting to order at 9:00 AM Eastern. Trustee Kenric Lewis led the invocation. Trustee Jalila Parker, Secretary, called roll.

Trustees present: Mr. Gerald W. Bruce, Chair; Dr. Brenda A. Allen, President; Mr. James W. Jordan, Vice Chair; Robert L. Archie Jr., Esq.; Mr. Steven Board; Mr. Van Corbin; Emeritus Trustee Mr. Walter Chambers; Mr. Owen Cooks; Ms. Lorella Dicks; The Honorable Andrew Dinniman; Mr. William F. Dunbar; Dr. Tanya I. Garcia, Mr. Michael Hancock; Dr. Tiffany Harrison; Ms. Nandi Jones-Clement; Ms. Lisa MB Johnson; Mr. Henry M. Lancaster, II; Dr. Wilbert LaVeist; Mr. Bertram L. Lawson II; Mr. Stephen Kenric Lewis; Mr. Everett Love; Ms. Tamara May; Ms. Mary Johnson Osirim; Dr. Rodney Ridley; Dr. Charmaine Rochester; Mr. Jose Sabastro; Ms. Sandra F. Simmons; Mr. Kevin E. Vaughan; Dr. Corey D. B. Walker; and Faculty Representative: Dr. Karen Baskerville.

A quorum was satisfied.

Trustees excused: The Honorable Lydia Kirkland; Ms. Lynette Kuhn; Mr. John “JP” Petty; and Ms. Jayla Turner.

MINUTES

A motion to approve the draft minutes from the Regular Board Meeting held November 28, 2024, was made and properly seconded. Trustee Jalila Parker conducted a roll call vote.

Motion was approved unanimously.

PUBLIC COMMENT

There were no requests for public comment.

SPECIAL PRESENTATIONS

Dr. Marguerite “Margo” McClinton Stoglin, Senior Vice President and Philanthropic Strategist at Bank of America, acknowledges President Allen and her team for their efforts in fundraising and best practices. She highlights a recent Council on Foundations online seminar on the Executive Order on DEI, which tasks the Attorney General with identifying discriminatory practices, potentially leading to compliance investigations. Organizations are advised to stay calm, review DEI policies in alignment with anti-discrimination laws, and

refine marketing materials while maintaining their core mission. She also discusses key board priorities, including succession planning, fund development, and public relations, with progress in job descriptions, fundraising strategies, and stakeholder engagement. Emphasis is placed on strategic partnerships, clear messaging, and ongoing collaboration to strengthen support for the university.

Ms. Danielle Ward, Managing Director and Senior Institutional Portfolio Manager at Bank of America, provided an update on portfolio performance and the 2025 market outlook. She reported that the endowment and Title III funds had a strong allocation, with 64% in equities, 25% in cash, and commitments to private equity totaling \$500,000. In 2024, the portfolio outperformed its benchmark, driven by strong U.S. large-cap equities, resulting in a solid 10.5% return. Looking ahead to 2025, she expects continued economic growth (2.5%-3%), stable consumer spending, and corporate earnings expansion to drive equity markets. However, she cautioned about potential market volatility due to policy changes from the new administration and emphasized maintaining a long-term strategic investment approach.

AALU REMARKS

Ms. Charisse Carney-Nunes shared updates on alumni engagement and upcoming events. She expressed appreciation for the extended availability of the YouTube public viewing link, noting its role in strengthening alumni engagement. She then introduced the 'Three P's'—People, Power, and Participation—highlighting them as key ingredients to success.

People focus on the Lincoln University community and its connections. The AALU (Alumni Association of Lincoln University) held its 4th annual New Year's Prayer Service to bring alumni together. Engagement remains strong as alumni prepare to support LU's basketball teams at the CIAA championship in Baltimore.

Power represents financial strength, fundraising, and institutional support. The AALU's 5th annual Golf Tournament, set for July 21, 2025, will feature legendary golfer Jim Thorpe as honorary co-chair. As a top donor to LU, the AALU demonstrates the financial impact of alumni contributions. Ms. Carney-Nunes encourages early registration, donations, and sponsorships to support the tournament. These efforts enhance university resources and provide greater opportunities for students and faculty.

Participation emphasizes alumni involvement and collaboration with the university. On January 22, alumni leaders met with university administrators to discuss a Memorandum of Understanding (MOU). This agreement aims to formalize alumni contributions toward LU's strategic goals.

Ms. Carney-Nunes concludes by urging the Lincoln community to remain engaged, support alumni initiatives, and continue strengthening LU's legacy. Through People, Power, and Participation, the AALU is actively working to improve Lincoln University and ensure a bright future for its students and alumni.

CONFLICT OF INTEREST

Chairman Bruce read aloud the Conflict-of-Interest Statement.

CHAIRMAN'S REPORT

Chairman Gerald Bruce provided an extensive update on key initiatives, emphasizing the

Executive Committee's approval of a \$59.5 million housing term sheet, which he described as a crucial project for the organization. He also recognized Dr. Allen's contributions, including securing a \$500,000 donation and fostering strategic partnerships to bring more resources to the university. Additionally, the Thurgood Marshall Fund was discussed as a potential grant opportunity.

Chairman Bruce highlighted the university's commitment to enrollment and student retention, stressing that financial struggles often prevent students from continuing their education. He made a strong appeal for donations, emphasizing that fundraising directly supports student success and future opportunities.

Financial planning and development were also central topics, with Chairman Bruce noting that fundraising efforts are currently exceeding targets. He reaffirmed the board's commitment to maintaining 100% participation in giving and ensuring strong fiscal management amid enrollment challenges. He also expressed gratitude for Trustee Dinniman's contributions, acknowledging his departure and recognizing his impact on the board.

Chairman Gerald Bruce concluded his report by praising the progress made by various committees, particularly in advancing the solar farm project, policy development, and strategic planning. He commended the efficiency of these efforts and reflected on the board's transformation into a highly effective and high-functioning entity.

PRESIDENT'S REPORT

President Allen provided key updates on university initiatives, beginning with recognition of Senator Dinniman's advocacy for Lincoln. She highlighted ongoing efforts in student enrollment, with Associate Vice President Maya Mapp and Vice President Edison Freire leading discussions on recruitment challenges, particularly in response to shifting executive orders.

A major accomplishment was the opening of the workforce center at SACE, which garnered significant community interest and financial support for renovations. She also introduced RaVonda Dalton-Rann as the new Interim Chief of Staff.

She discussed the Thurgood Marshall College Fund's \$25 million grant program, which will provide HBCUs with opportunities for infrastructure and capacity-building projects. Lincoln plans to apply for a grant of up to \$2.5 million to support its own initiatives.

President Allen also addressed a recent controversy regarding Lincoln's basketball team securing a temporary practice and game space in Oxford while their gym undergoes renovations. Some community members raised objections, leading to student representatives passionately advocating for inclusivity and their right to use the facility at a school board meeting. The university has been utilizing alternative venues, including a facility in Center City, Philadelphia, but remains committed to finding a more accessible, long-term solution for student-athletes and supporters.

President Allen introduced speakers, Ms. Maya Mapp, Associate Vice President, Enrollment Management and Edison Freire, Vice President for Extension and Engagement, School of Adult & Continuing Education - Graduate Programs to begin their reports.

Ms. Maya Mapp provided an overview of Lincoln University's current enrollment status and recruitment strategies, highlighting key trends and challenges. She emphasized the importance of focusing on main campus recruitment while acknowledging past enrollment trends and retention concerns that will be addressed in April.

Efforts are being made to streamline the admissions process, improve application turnaround times, and address barriers such as the FAFSA delays, which impacted enrollment last year. The administration is exploring ways to enhance yield without relying solely on increased funding, including strategic financial incentives and improved engagement.

The goal is to work smarter by strengthening student support throughout the enrollment process, ultimately leading to more sustainable and effective recruitment outcomes.

Mr. Edison Freire provided an update on Lincoln University's workforce development initiatives and the challenges they have faced due to policy changes. The university successfully hosted an event with representatives from 33 agencies, including employers, government entities, and community partners, strengthening key partnerships. As a result, Lincoln University was invited to represent the region at the Good Jobs Challenge community of practice.

Additionally, the institution is focused on upgrading instructional technology, enhancing online training opportunities, and adapting to shifts in workforce needs, particularly in cybersecurity and cloud services. While funding uncertainties and policy changes have created obstacles, Freire emphasized the bipartisan importance of workforce development and the need for strategic flexibility in navigating these challenges.

Lincoln continues its advocacy and collaboration with policymakers, Freire remains optimistic about the institution's ability to advance workforce initiatives despite the evolving landscape.

President Allen concluded her report with any questions from the Board.

TREASURERS REPORT

Mr. Wilbourne Rusere, Vice President for Finance and Administration gave a summary of the Treasurer's Report. The Board of Trustees accepted the Treasurer's Report as information.

STANDING COMMITTEES

Investment Committee

Trustee Jose Sabastro, Chair of the Investment Committee, presented the following resolution for approval by the Board of Trustees.

July 1, 2025 – June 30, 2026

RESOLVED, that the Lincoln University Board of Trustees hereby approves a spending rate of 5% of the value of the endowment fund assets held by the University for 2025-2026.

A roll call vote was conducted.

Motion passed unanimously.

Business Affairs Committee

Trustee Charmaine Rochester, Chair of the Business Affairs Committee, presented the following resolutions for approval by the Board of Trustees.

2025-2026 ROOM AND BOARD INCREASE

RES773_020825

RESOLVED, That the Lincoln University Board of Trustees approves a 5% increase for 2025-2026 room and board.

2025-2026 TUITION AND FEES INCREASES

RES774_020825

RESOLVED, That the Lincoln University Board of Trustees approves a 5% increase for 2025-2026 tuition and related fees for undergraduate and graduate students.

A roll call vote was conducted.

Motion passed unanimously.

Educational Policy and Academic Affairs Committee

Trustee Mary Johnson Osirim, Chair of the Education Policy and Academic Affairs Committee, presented the following resolution for approval by the Board of Trustees.

2025-2026 PROMOTION and TENURE RECOMMENDATIONS

RES775_020825

RESOLVED, that the Board of Trustees hereby approves the recommendation of the candidates being presented for tenure and promotion.

Tenure and Promotion Applicants

1. **Eve Humphrey** – recommended for tenure and promotion from the level of Assistant Professor to Associate Professor. (Biology Department)
2. **Saurabh Gayen** – recommended for tenure and promotion from the level of Assistant Professor to Associate Professor. (Department of Chemistry & Physics)
3. **Gordon Stillman** – recommended for tenure and promotion from the level of Assistant Professor to Associate Professor. (Visual Arts Department)

A roll call vote was conducted.

Motion passed unanimously.

Trustees, Degrees & Nominations Committee

Trustee Henry Lancaster, Chair of the Trustees, Degrees & Nominations Committee, presented the following resolution for approval by the Board of Trustees.

2025 HONORARY DEGREE NOMINEES

RES776_020825

RESOLVED, that the Board of Trustees hereby approves the recommendation of the Trustees, Degrees, and Nominations Committee to award honorary degrees on a future date to the nominees presented for consideration.

A roll call vote was conducted.

Motion passed unanimously.

EXECUTIVE SESSION

The Chairman convened Executive Session to discuss personnel and legal matters. The public session reconvened following the close of Executive Session.

CONSENT AGENDA

Chairs for the Buildings and Properties, Planning and Development/External Affairs, Student Affairs, and Audit Committees provided reports to the Board and addressed questions from Trustees. The Board accepted the Committee reports as information.

ADJOURNMENT

There being no further business, Chairman Bruce adjourned the meeting at 1 PM.