

Lincoln University Board of Trustees
Regular Meeting
February 12, 2022

MINUTES

The Lincoln University Board of Trustees held a Regular Meeting on Saturday, February 12, 2022, in the International Cultural Center Boardroom and virtually via Zoom. Prior to convening the Board Meeting, Mr. Steve Snyder of the Commonfund gave a presentation of the University's portfolio. Mr. Snyder answered questions posed by the Board members before ending the presentation.

Gerald W. Bruce, Board Chair, called the meeting to order at 9:28 AM Eastern. Trustee Robert Allen led the group in prayer. Trustee Jalila Parker, Secretary, called roll.

Trustees present: Gerald W. Bruce, Chair; Dr. Brenda A. Allen, President; Mr. Robert A. Allen; Robert L. Archie Jr., Esq. (virtual); Mr. Steven Board, Mr. Owen Cooks; Mr. Van Corbin; The Honorable Andrew Dinniman; Mr. William F. Dunbar; Dr. Judith L. Fitzgerald (virtual); Dr. Tanya Garcia; Ms. Nandi Jones-Clement (virtual); Mr. James W. Jordan, Vice Chair; Mr. Henry M. Lancaster, II (virtual); Mr. Stephen Kenric Lewis; Ms. Kimberly A. Lloyd (virtual); Rev. Dr. Frances E. Paul (virtual); Honorable Doris Smith-Ribner (virtual); Dr. Charmaine Rochester (virtual); Ms. Jayla Ross (virtual); Mr. Jose Sabastro; Ms. Sandra F. Simmons; Dr. Deborah C. Thomas (virtual); Mr. Kevin E. Vaughan (virtual); Dr. Corey D. B. Walker (virtual); Mr. Joseph V. Williams, Jr., Mr. Gregory Works (virtual); and Faculty Representative: Dr. Karen Baskerville (virtual). *A quorum was satisfied.*

Trustees excused: Mr. Michael Hancock; Ms. Felicia McDade;

MINUTES

A motion to approve the draft minutes from the Regular Board Meeting held November 20, 2021 and the Special Board Meeting held January 6, 2022 was made and properly seconded. Trustee Jalila Parker conducted separate roll call votes for the respective minutes.

Both motions were approved unanimously.

PUBLIC COMMENT

Public comments were given by Ms. Carmina Taylor, regarding a prior lawsuit levied against the Parent's Association, and the housing assignment of a senior student; Rev. James Thomas, regarding the Lincoln University Parents' Association; and Mr. Todd (Lesley) Anderson, highlighting higher educational resources and Lincoln's positive impact from a parent's perspective. Mrs. Charisse Carney-Nunes, President, AALU, provided an update on AALU events and other items. Chairman Bruce indicated that an update from the National AALU office will be a permanent item on the Board meeting agenda moving forward.

CONFLICT OF INTEREST

The Board Chair read aloud the Conflict of Interest Statement.

CHAIRMAN'S REPORT

Chairman Bruce reviewed the priorities and overarching goals he established for the Board for the year and gave updates on the progress that has been made. They include:

- 1) Board assessment and establishing a baseline for this assessment
- 2) Putting an evaluation process in place for an Annual President's Evaluation (a report will be made by the Evaluation Committee at this meeting)
- 3) Board development activities to familiarize trustees with their roles and responsibilities, where and how members can use their resources to help the university, and transparency of the Board
- 4) Repairing the Board's reputation, and
- 5) Committee Chair reports to highlight committee accomplishments in planning and reporting.

The Chairman also informed the Board that he is seeking their approval of the appointment of Trustee Charmaine Spence-Rochester to the Audit Committee.

A motion was made and properly seconded to approve this appointment.

Motion passed unanimously.

PRESIDENT'S REPORT

President Allen expressed her appreciation for the Board's involvement as well as their interest in contributing to the success of the University. Her report consisted of presentations by three members of the President's Cabinet.

Chief Marc Partee provided an update on COVID-19, reporting that the positivity rate of the campus was at .2% as opposed to a 12.8% positivity rate in the state of Pennsylvania. He also reported on the University's switch to a new testing resource, which was accomplished rather quickly with the assistance of a Lincoln alum. Chief also informed the Board that Lincoln had not been a target of the recent bomb threats received at HBCUs and MSIs. Training of an ordinance detection K-9 was already in progress at Lincoln prior to the reporting of these incidents.

Dr. Tiffany Lee reported on admissions at Lincoln including changes in admissions staff and the merge of main campus & SACE under the same leadership to ensure a seamless effort and communication in this area. She also provided an update on enrollment goals and a report of a comprehensive review of Admissions and Financial Aid that will take place.

Jake Tanksley, Vice President for Human Resources, provided an overview of updates in his area including alignment with the Strategic Plan (a 2018 Climate Assessment and employee recognition initiatives), professional development initiatives, and the update to the Employee Handbook, which is underway.

TREASURER'S REPORT

Mr. Charles Gradowski, 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.

EXECUTIVE SESSION

The Board went into Executive Session to discuss personnel related matters. The public session reconvened following the close of Executive Session.

STANDING COMMITTEES

Investment Committee

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

ENDOWMENT FUND SPENDING AUTHORIZATION July 1 2022 – June 30, 2023

RES686_021222

RESOLVED, That the Board of Trustees hereby determines that the Board's decision to treat 5% of the value of the endowment fund assets held by the University as income is consistent with the long-term preservation of the real Value of such assets.

A motion was made and properly seconded to approve the resolution.

A voice vote was conducted

Motion passed unanimously.

Business Affairs Committee

Trustee Van Corbin, Chair of the Business Affairs Committee reviewed the information discussed by the Committee at its meeting on February 11, 2022 and presented the following resolutions to the Board for approval.

2022-2023 TUITION AND FEES INCREASE

RES687_021222

RESOLVED, That the Lincoln University Board of Trustees approves a 3% 2022-2023 increase for tuition and related fees for undergraduate students.

A motion was made and properly seconded to approve the resolutions.

A voice vote was conducted

Motion passed unanimously.

2022-2023 ROOM AND BOARD INCREASE

RES688_021222

RESOLVED, That the Lincoln University Board of Trustees approves a 3% 2022-2023 room and board increase.

A motion was made and properly seconded to approve the resolutions.

A voice vote was conducted

Motion passed unanimously.

Educational Policy and Academic Affairs Committee

Dr. Corey D.B. Walker, Chair of the Educational Policy and Academic Affairs Committee reviewed the meeting minutes from the February 11, 2022 meeting and presented the following resolution to the Board for approval.

**PROMOTION, TENURE AND SABBATICAL (PTS)
RECOMMENDATIONS 2021-2022 AY**

RES689_021222

RESOLVED, that the Board of Trustees hereby approves the following personnel actions:

Tenure and Promotion Applicants

1. **Sema Hande Ogutcu-Fu** – recommended for Tenure and Promotion from the level of Assistant Professor to Associate Professor.
2. **Penglong Xu** – recommended for Tenure and Promotion from the level of Assistant Professor to Associate Professor.
3. **Jean Bernard Cerin** – recommended for Tenure and Promotion from the level of Assistant Professor to Associate Professor.
4. **Brandi Berry** – recommended for Tenure and Promotion from the level of Assistant Professor to Associate Professor.

Sabbatical Applicants

1. **James Wadley**– recommend for sabbatical for spring of 2023.
2. **Nicole Files-Thompson**– recommended for sabbatical for fall of 2022.

A motion was made and properly seconded to approve the resolution.

A voice vote was conducted

Motion passed unanimously.

Trustees, Degrees and Nominations Committee

Trustee Henry Lancaster, Chair of the Trustees, Degrees and Nominations Committee reviewed the meeting minutes from the February 9, 2022 meeting and presented the following resolutions to the Board for approval.

RE-APPOINTMENT OF UNIVERSITY TRUSTEE MR. JAMES JORDAN '88

RES690_021222

RESOLVED, That the Lincoln University Board of Trustees approves the nomination of Mr. James Jordan '88 to serve a second four-year term as a University Trustee, expiring June 30, 2026.

A motion was made and properly seconded to approve the resolution.

A voice vote was conducted

Motion passed unanimously.

NOMINEE TO THE BOARD OF THE BARNES FOUNDATION

RES691_021222

RESOLVED, that the Board of Trustees hereby approves the recommendation of the Trustees, Degrees, and Nominations Committee for the nomination of Mr. Armando Bengochea to the Board of the Barnes Foundation.

A motion was made and properly seconded to approve the resolution.

A voice vote was conducted

Motion passed unanimously.

2022 HONORARY DEGREE NOMINEE CLIFFORD E. DEBAPTISTE

RES692_021222

RESOLVED, that the Board of Trustees hereby approves the recommendation of the Trustees, Degrees, and Nominations Committee to award an honorary degree to Dr. Clifford E. DeBaptiste at the May 2022 Lincoln University Commencement.

A motion was made and properly seconded to approve the resolution.

A voice vote was conducted

Motion passed unanimously.

Evaluations Committee

Trustee Kevin Vaughan, Chair of the Evaluations Committee, made a motion that the Board approve the Committee's determination of its review of President Allen's goals & objectives, including its recommendation for a merit increase and incentive pay.

The motion was properly seconded.

A voice vote was conducted.

Motion passed unanimously.

CONSENT AGENDA

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

NEW BUSINESS

Trustee Robert Allen raised the question regarding discussion and/or necessary next steps for the Faculty Representative to be converted to full Board Member status with full voting rights. Chairman Bruce indicated that because this is a By-laws matter, the Ad-hoc By Laws Committee would have to look into this and it would involve continuing conversation. No action can be taken at this time.

ADJOURNMENT

There being no further business, Chairman Bruce adjourned the meeting at 1:17 PM.