

**Lincoln University Faculty Regular Meeting Minutes**  
December 12, 2022; 12:30 p.m.  
Virtual – Via Zoom

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**Patricia A. Joseph, Ph.D.**  
**Acting President, Provost and Dean of the Faculty**  
**Presiding**

The meeting was called to order by Acting President, Provost and Dean of Faculty, Patricia Joseph, Ph.D. at 12:30 p.m. The quorum was satisfied and the meeting took place via Zoom.

**A. APPROVAL OF AGENDA**

- a. The agenda was approved.

**B. APPROVAL OF MINUTES**

- a. The minutes of the November 1, 2022, meeting were not approved because the attendance list was missing. The majority of the faculty voted for the postponement of the approval of the minutes.

**C. Faculty Council**

- a. Dr. Zizwe Poe, Chairperson of the Faculty Council (FC), explained the internal functioning of the Faculty Council and its interaction with the general faculty body, faculty standing committees, and department chairs. Dr. Poe serves as Chairperson of the Faculty Council. Dr. Jawahar Pathak is vice-Chair of the Faculty Council, and his main duty is to serve as the Faculty Council Liaison with Faculty Committees; Dr. Tedra Booker, the Faculty Council Secretary fulfills the communication responsibilities. Related to other agenda items, Dr. Poe highlighted and discussed new Pan-Africana Studies courses that were submitted to the Curriculum Committee. He is waiting for the Curriculum Committee to decide on the new courses.
- b. Dr. Pathak gave a brief report on his interactions with several faculty standing committees including Athletics, Faculty By-laws, Curriculum, and Study Abroad. Besides these, he reported he also had a meeting with Dr. Colvin of the Student Success. Dr. Pathak added that he produced a related report
- c. Dr. Tedra Booker reported that the Information Technology department (IT) agreed with proposed FC's ideas to set up a Teams Meeting platform for faculty willing to continue the discussions outside the regular faculty meetings.
- d. Dr. Christine Limb's posed two questions that served as the basis of the discussions that followed the presentations of the Faculty Council leadership team: 1) She wanted to know where it was written that the duties of the Vice-Chair of the Faculty Council encompassed the observation of the various faculty standing committees and the writing of reports on the activities of faculty standing committees. 2) She inquired about the way forward after the Vice-Chair of the Faculty Council writes his reports. Dr. Tameze indicated that this was "micro-management" on the part of the Faculty Council under Dr. Zizwe Poe. He said there was a "lack of debates" and

that Dr. Poe “can easily manipulate” the faculty for interests different from those of other professors.

- e. Dr. Jawahar Pathak contended that what he was doing was in conformity with the duties of the Vice-Chair of the Faculty Council. The notes he gathered were for validity purposes.
- f. A member of the assembly suggested that the existence of the official minutes of each committee meeting would resolve the issue and ensure nothing is misrepresented.

#### **D. ANNOUNCEMENTS**

- a. Dr. Patricia Joseph gave an update about Lincoln University’s President Dr. Brenda Allen health status. She informed the assembly that the President is recovering from an illness and that the President expressed her gratitude for the outpouring expressions of good health wishes coming from the faculty and the Lincoln University community.
- b. Dr. Amar Tung, Chair of the Faculty Development and Research Committee, announced to the faculty that there is an amount of \$125,000 grant at the disposal of the faculty. He added that each faculty can have up to \$8,950 (\$7,200 for research and \$1,750 for travel) per year. He added that an announcement will be made regarding the due date and the specifics of the grant in the last two weeks of January 2023. Asked if one-year visiting professors could be qualified to apply for the grant, Dr. Tung said that he was not sure and promised to gather the adequate information by the January 2023 faculty meeting.
- c. Dr. Christine Limb, Chairperson of the Nomination Committee, informed the faculty that there was a vacancy in the Promotion and Severance Committee (PTS) for the division of Social Sciences. She added that both non-tenured and tenured professors can qualify for that position. Dr. Jawahar Pathak suggested an election be held to fill the vacancy, but the idea was not adopted, and it was agreed the election be held during the January 2023 Faculty Meeting.

#### **E. ACTION ITEMS**

- a. The majority of the faculty voted and approved the list of the December graduates.

#### **F. FACULTY STANDING COMMITTEE UPDATES / REPORTS**

- a. Dr. James Gallagher, Chairperson of the By-laws Committee presented his report to the faculty about the work his committee conducted regarding the amendments and changes they thought needed to be brought to the by-laws. Dr. Gallagher affirmed that the purpose of the work to change the by-laws was twofold: 1) to prevent any possible legal issue; 2) to make sure the by-laws reflect what is really being done in the day-to-day actions and activities of the faculty, the administration and the Board of Trustees. Dr. Gallagher informed the assembly that changes concerned mostly the naming of positions. The by-laws are still referencing some positions that no longer exist. The title of “Vice-President of Academic Affairs” was eliminated and “Dean of College” has been replaced by “Dean of Faculty”. The positions of Deans of College, which were three, have been replaced by that of “Dean of Faculty”. Consequently, Article 7 of the by-laws, which discusses what the individual

colleges are supposed to do needed to be modified in order to be in sync with the positions in force and the new lexicon.

- b. Dr. Christine Limb offered that the faculty should not bring substantial changes to the by-laws. She contended that any change they decided to bring to the by-laws should be cosmetic. The document susceptible to undergo fundamental changes every three year is the Collective Bargaining (CBA), which deals with the compensation of the faculty. Dr. Limb invited the faculty not to change the by-laws just to suit the administration. They should be mindful of defending their own rights and interests.
- c. Dr. Poe added that there are in fact three important documents, which deal with three important aspects of the faculty's life: the CBA, the By-laws and the one that regulates their promotion, sabbatical, and the functioning of the PTS Committee.
- d. Dr. Chieke Ihejirika suggested that the By-laws Committee inserts the adverbial phrase "either...or" as the university keeps alternating the positions of "Vice-President of Academic Affairs" and "Provost" throughout years and according to the administration in charge.
- e. During the discussions, it came out that in the past the university organizational structure encompassed divisions. Dr. Patricia Joseph gave a brief history of the existence of these divisions. She informed the faculty that the university was operating with non-paid clusters called Divisions before Dr. Nelson was appointed President of Lincoln University. Dr. Nelson was the one who was the first to formalize these positions and place respective "Deans" over the then 3 Divisions.

#### **G. ACTING PRESIDENT'S REMARKS**

- a. Dr. Patricia Joseph expressed her gratitude to the faculty for keeping the legacy of Lincoln University going. She welcomed and appreciated the vibrancy of the discussions. She noted that it was an indicator of the desire of the faculty to debate about topics related to the life of the university beyond the discussions on the by-laws. Dr. Joseph added that the December 2022 meeting was the reflection of shared governance at its best. She encouraged the faculty to continue in that spirit and to work together for the betterment of the university.

#### **H. ADJOURNMENT**

- a. The meeting was adjourned at 2:12 p.m.

Submitted by Gervais Gnaka

**A - K**



**Faculty Meeting Sign In**  
**December 12, 2022**  
**12:30 p.m.**  
**Virtual**  
**Zoom**

	<b>Last Name</b>	<b>First Name</b>	<b>Signature</b>
1	Aina	Oladipo	
2	Amadio	David	
3	Arichi	Maiko	Y
4	Asadi	Mehran	Y
5	Ayele	Abel	Y
6	Babatunde	Emmanuel	Y
7	Banh	Tong	Y
8	Barimani	Ali	Y
9	Baskerville	Karen	Y
10	Bemiah	Tayibah	Y
11	Berry	Brandi	
12	Booker	Tedra	Y
13	Brown	Denise	Y
14	Butler Aungst	Denise	Y
15	Button	Marilyn	
16	Chikwem	Uzoma James	Y
17	Chin	Mikhail	Y
18	Crampton	Chavon	Y
19	Dameron	Hope	
20	Davis	Vilma	
21	Dawson	Brenda	Y
22	Deas	Mahpiua	Y
23	Dedefa	Dejene	
24	Donohue	William	Y
25	Edge	Wayne A.	Y
26	Favor	Kevin	Y
27	Feliciano	Shannon	Y
28	Files-Thompson	Nicole	
29	Flint	Dana	Y
30	Frehiwot	Mjiba	Y
31	Gaither-Hardy	Denise	Y
32	Gallagher	Carla	Y
33	Gallagher	James	Y
34	Gamie	Samaa	Y
35	Gardner	Nora Lynn	Y
36	Gayen	Saurabh	Y

**A - K**



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	<b>Last Name</b>	<b>First Name</b>	<b>Signature</b>
37	Gloudenis	Thomas	
38	Gnaka	Gervais	Y
39	Gonzalez	Christopher	Y
40	Haimbodi	Moses	Y
41	Hassinger	Ava	Y
42	Hayes	Jalaal A.	Y
43	Herrera	Viridiana E.	Y
44	Hilton	Yvonne R.	Y
45	Hoogeveen	Jeffrey	
46	Hull	Anna	Y
47	Humphrey	Eve	
48	Ihejirika	Chieke	Y
49	Ihejirika	Emmanuel	Y
50	Johnson	LaToya	Y
51	Kennebrew	Pamela R.	Y
52	Kerns	Christina	
53	Kuhn	Ashley	Y
54	Kwame	Safro	Y

L-Z



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	<b>Last Name</b>	<b>First Name</b>	<b>Signature</b>
55	Lakey	Victoria	
56	Law Philmon	Sharvette	
57	Lazar	Alicia M.	
58	Leatherbury	Linda	Y
59	Lesesne	Carmen	Y
60	Lewis-West	Patricia	Y
61	Limb	Christine	Y
62	Martinez-Millan	Juan	Y
63	McCarthy	Jennifer	Y
64	McConatha	Melina	Y
65	McFadden	Joy	
66	McLaughlin	Deilia	Y
67	Millette	Robert	
68	Mitchell	Khaira	
69	Muzorewa	Gwinyai	
70	Muzorewa	Gwinyai P.	Y
71	Naik	Ranjan	Y
72	Neal	Melodye	Y
73	Nelson	Angelia	Y
74	Nixon	Sadie	Y
75	Norman	Marcus J.	Y
76	Nwachuku	Ugochi	Y
77	Ogutcu-Fu	Sema Hande	Y
78	Parnell-Peake	Jasmine	Y
79	Pass	Michael	Y
80	Pathak	Jawahar	Y
81	Pelliccio	Lukas	Y
82	Pettaway	Charles	
83	Poe	Daryl	Y
84	Powell	Teresa	Y
85	Riddick	Chasity	Y
86	Robell	Kim	Y
87	Safford	Susan	Y
88	Saunders	Ray A.	Y
89	Semichaevsky	Andrey	Y
90	Siddique	Kaukab	

L-Z



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	Last Name	First Name	Signature
91	Small	Andrew	Y
92	Smith	Tiffanie	Y
93	Smith-Williamson	Karol	
94	Sneed-Jacobs	Mychelle	Y
95	Sotilleo	Sophia	
96	Stephens	Kemberly	Y
97	Stillman	Gordon	Y
98	Tameze	Claude	Y
99	Taylor	Joyce	Y
100	Trill	Kasey	
101	Tucho	Admasu	Y
102	Tung	Amar	Y
103	Wadley	James	
104	Williams	Linton	Y
105	Williams	Sam	Y
106	Xu	Penglong	Y
107	Zeljko	Vesna	Y
108	Zhang	Dafan	