

LU-AAUP MEETING MINUTES

Union EC meeting with President Allen

11/13/2020

3:00 PM – 4:00 PM

Attendees: Dr. Brenda Allen, Dr. James Gallagher, Dr. Moses Haimbodi,
Prof. Emmanuel Ihejirika, Dr. Patricia Joseph, Prof. Christina Kerns,
Dr. Zizwe Poe

Location: Zoom

The meeting began at 3:10 PM

1. Welcome

2. Discussion Items:

A. University Finances

- I. LU budget is being assessed in 6 month increments. At the end of the Fall semester the University is projected to have about a million-dollar deficit. At the same time last year LU had roughly an 800/900-thousand-dollar deficit.
- II. At the beginning of Fall 2020, LU was roughly 4.7 million dollars short of what was budgeted for in April. Loss is mostly from room & board
- III. LU had a 1.5-million-dollar shortfall in tuition and fees for fall 2020 (some was loss from Federal Pell grant revenue.) Enrollment was about 50 students shorter than projected and more students are part time.
- IV. The institution made up around 3.7 million dollars from the following actions:
 - 400 thousand dollars from Cares Act
 - 2.2 million dollars from state
 - 1.3 million dollars from vacancies
 - 2.4 million dollars from personnel expenses
- V. The Thurgood Marshall fund is advocating for funding from the govt for HBCUs

- VI. The Lincoln University foundation was created in July 2020. The foundation now holds all University private funds. This was established in 1986, but paperwork hadn't been completed.
 - a. The LU Foundation holds endowment and private gifts. The foundation hopes to raise 1.7 million dollars this year for unrestricted use. On a three year rolling average private funds makes up 3.5% of the budget, which is roughly 1.5 million dollars. This funding supports scholarships, programming and the President's discretionary fund. Before the creation of the foundation, the budget line was titled "private gifts".
 - b. 3.2 million dollars from foundation in the current operating budget. 1.5 million from donor dollars and 1.7 million dollars that is projected to be raised. 800 thousand dollars more can also be allocated if other govt funds are not received.
- VII. There is currently a bill in PA congress that would grant an extra 10 million dollars for Lincoln from extra funds from Cares act allotted for the state. This has been approved by PA senate, but is stalled because of changes in the house. It is expected to be reviewed by PA house in Feb 2021 and then approval by governor.
- VIII. Plan is for 100% of students to return to campus on March 1, 2020. This plan will be reassessed in the new year.
- IX. Students and faculty will be able to choose whether to return to campus. The institution will continue to have flexibility built in as long as the virus is a threat.

B. COVID-19 Infection Update and Spring plans

- I. There was a large University testing event in late October. Some positive tests.
 - a. Student population positive rate: 1.85%
 - b. Total LU population positive rate: 1.22%
 - c. Students had a party in ASL, which raised the student positivity rate
 - d. Currently there are 10 students in isolation, 4 released today 11/13
 - e. 20 students in quarantine, from contact tracing, not positive
- II. Some things to work on for Spring:
 - a. Better support for students in quarantine.
 - b. More cleaning support.
- III. No plans for major changes to Covid procedures in Spring 2021. After Thanksgiving Dr. Allen will hold a cabinet debriefing and the cabinet will break until Jan 4th.

C. Professor emeritus status

- I. Some faculty have expressed interest in having a status for Professor Emeritus. Dr. Allen suggested that the faculty bring a policy forward for review. She suggested to review Winston Salem State's Professor Emeritus status for guidance. She is surprised that is isn't automatic at Lincoln.
- II. A designation as Professor Emeritus has to be negotiated through the Union because Emeritus faculty can't get salary or other benefits of "Faculty".

D. Cengage and Billing Practice

- I. There has been some miscommunication to students about how Cengage works. Students didn't know they were billed for Cengage.
- II. Cengage billing is bundled with their courses. Originally, there was some confusion as to when they would be billed.
- III. Roll out may have been a little unclear and students didn't know the appropriate department to defer questions. (Financial aid.)
- IV. Lincoln needs a campaign, so students understand the benefits more clearly. Students have a lot of questions about all fees and where they go.

E. General Discussion: Teaching Loads

- I. Dr. Allen stated that the goal for LU is to have a lower teaching load for faculty. She only had a 2/2 load in most of her teaching appointments and she agrees that 4/4 is a heavy load. Dr. Allen asked how many more faculty positions would be needed in order to move the faculty to a lower teaching load? She suggested assessing the data to see whether this is doable. She proposed that 3/2 is a better load to support research.
- II. Dr. Allen suggested looking at the adjunct load to assess needs for faculty also.
- III. Following curriculum coherency, the General Education Committee can assess other courses to fulfill gen ed requirements. Reforming the gen ed requirements would allow for fewer courses that are *intro* by putting students in different classes and moving funds from adjuncts to full time.

Adjourned 3:55

Christina Kerns, Lincoln University AAUP Secretary