

LU-AAUP MEETING MINUTES

Union EC meeting with President Allen

2/12/2021

4:15 PM – 5:15 PM

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

Location: Zoom

The meeting began at 4:15 PM

1. Discussion Items:

A. University Finances

- I. We will have fewer students on campus Spring 2021.
- II. There is \$5.5 million dollars allocated for Lincoln through the second cares act/ HEEF act. Of this, \$1.7 mil is required to go directly to students. \$3.7 million will be used to offset the deficit from students not residing on campus.
- III. Lincoln has received \$2.2 million from PA Dept of Ed.
- IV. \$6-7 million of funding is expected for Lincoln through the HBCU/ Thurgood Marshall portion of the second cares act (forthcoming). Likely funding will be determined using the formula of Title III.
- V. Lu has a projected operative deficient of 7.3 mil for the year, if we don't get the Thurgood Marshall portion of the second cares act. Dr Allen is hopeful that LU will only have a \$1 million deficit for the year in operation budget (with proposed funding).
- VI. Audit report from BOT– LU was cited for material deficiency related to the bad debt reserve. LU did not have enough money in bank accounts when audited, largely related to a slowness in tuition payment this semester. Univ has set aside \$3.5 million to cover bad debt. This would be on top of the shortfall at the end of the semester.
 - a. Because of Covid-19 the bad debt reserve was depleted very quickly LU plans to calculate more money to have in reserve for the future.

- VII. LU still has roughly \$1 million in donor dollars. This could help with student back balances, which would reduce the bad debt reserve.
- VIII. Dr Allen is trying to reduce funding for non-personnel areas that are not needed because students aren't residing on campus. Currently there have been no layoffs, furloughs or no raises for admins.
- IX. Dr Allen has put \$1 million dollars this year in the capital budget to try to keep some cash as reserve.
- X. LU hasn't used the \$20 million award received in Jan.
- XI. Dr Allen is planning to start the new year without going into reserves.
- XII. LU ended the fall semester with roughly \$1.8 million deficit.
- XIII. Roughly 450 students coming to campus for spring 2021.
- XIV. LU had a \$2.5 mil shortfall from expenses.
- XV. Testing company is offering a grant for testing and more frequent testing at LU.
- XVI. Regular state appropriations have been received every month, as usual.

B. When will we return to campus

- I. Lincoln will have a campaign to bring students back comfortably.
- II. Dr Allen is looking at how to return to campus in August: vaccines policies etc.

C. Proposal for Tenure "Stop The Clock"

- I. The Union Proposes that tenured faculty will have the option to take the year with no need for reasons. They can also waive it later on if that is needed.
- II. Original plan had the PTS committee review a faculty member's request and make a decision on it. Union proposes to make it a blanket option that anyone can choose. There was an issue with someone who requested to have a postponement who was denied by the PTS committee even though the requestor cited Covid as an impact.
- III. Union proposes March 15 as a deadline to apply for extension, so that there would be some time before April 1 deadline when tenure applications are due.
- IV. The Union discussed that, while there are already allowances in place in the CBA, when they were tested it did not work out in the faculty's favor.
- V. The Union's proposal would bypass PTS committee. This would complications where someone would have to apply for tenure and request an extension at the same time.
- VI. **Dr Allen recommended to use the current CBA process, but do not require a lengthy document to PTS committee. Not stopping the clock, but extending the clock.**

D. Stresses

- I. Faculty have reported to be disconnected and down.
- II. HR can offer some activities like yoga or meditation.

E. LU-AAUP

- I. The Union requested a key for the room designated in LLC for LUC-AAUP. This hasn't been accessed in a while. Dr. Allen suggested that we look at better spaces to use on campus.

F. Dickey Move faculty

- I. Faculty can agree to have someone come in to pack up offices. Faculty can come in when no one is there

G. Discussion

1. The question was raised whether the state can take back funding because of large donations gifted to the University? Dr Allen stated that this could not happen and, large donations only make Lincoln look more credible.

Christina Kerns, Lincoln University AAUP Secretary