

# LUC-AAUP MEETING MINUTES

## Union EC meeting with President Allen

5/14/2021

3:00 PM – 4:00 PM

**Attendees:**

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

**Location:**

Zoom

### The meeting began at 3:05 PM

#### 1. Graduation Discussion

- A. Dr. Gallagher discussed that some faculty may have changed their minds on attending Graduation. He requested the details for graduation so that faculty can make an informed decision. He also asked whether there was another survey sent out from faculty affairs to gauge attendance.
- B. Dr. Allen – all arrangements for graduation have been designed with CDC guidelines in place. Some faculty have reached out to VP Tiffany Lee to change their rsvp for graduation.
- C. 3 tickets have been issued for each student, because of a second viewing area set up on campus.
- D. Procession and line up are normal, but with 6 ft spacing.
- E. Dr. Allen expressed her opinion regarding her desire for faculty to attend graduation, but was not intending to sway any faculty to change their decisions. Faculty still have the choice to not attend.
- F. 60% of faculty responded to the original survey for graduation, only half of that have agreed to attend.
- G. Dr. Joseph – Faculty will be getting an announcement from Faculty Affairs regarding commencement shortly. This will include directions for parking, where to meet and the rain plan. Faculty have been moved closer to the stage to allow for more space and air flow.

## 2. Distance Learning in Fall 2021

- A. Faculty have asked whether there will be any options for synchronous remote and how would this be affected by changes in accreditation.
- B. Dr. Allen – As long as the environment continues to improve, we will be back to face to face learning. After graduation there will be assessments for space design and vaccination requirements. This will also include accommodation plans for those who do not or can not be vaccinated or return to campus.
- C. Some students do not want to come back, but “We’re not a distance learning place,” remote learning was a supplement in response to the crisis. Lincoln is preparing to have some students who do not return, as this is a personal choice.
- D. Lincoln is not set up to offer two types of learning. Lincoln Faculty aren’t trained and Lincoln does not have the financial model to support this (remote teaching.)

## 3. Fall 2021 Reopening Plan

- A. Dr. Allen is waiting for information to evolve in PA State and State Affiliated institutions regarding Vaccination requirements. Majority of private schools have stated that faculty, students and staff must be vaccinated to return to campus. This is a little less clear for public institutions.
- B. If there is a mandate, students can apply for ADA or religious exemptions and Lincoln will accommodate them.
- C. School will set up clinic on campus so that students can get the vaccine if they haven’t yet. Dr. Allen is hoping that most students will already be vaccinated before returning.
- D. Admin is being Cautious.
- E. An email survey was sent out regarding whether faculty and staff have taken the vaccine. This is to gauge how to set up spaces for return to campus and whether people are unable to get a vaccine.
- F. A vaccine clinic will be on campus on May 24<sup>th</sup>
- G. Questions of social distancing arose. It is unclear whether we will have to social distance in the Fall.
- H. Dr. Allen believes Lincoln can go back to full capacity in the Fall. Lincoln will check on air filtration in buildings.

## 4. Summer enrollment

- A. Faculty received an email regarding summer courses that was a bit confusing.
- B. Dr. Joseph – Email *should* have only gone to faculty teaching summer school. The reason for the summer school statement was related to the contracts being created for faculty. If less than 5 students are enrolled

the class will likely be cut. Students are paying less than \$500 for summer courses. If there are fewer than 5 students, the course won't pay for itself. This is the spirit of the CBA.

- C. Rate for summer courses have been lowered by BOT to be more competitive last summer (2020) and this summer (2021). We are still in the pilot program for summer courses. There may be a review for the price in the future.
- D. The email statement is part of the procedure for communicating regarding online classes. The online learning statement in the CBA is geared more to SACE, because when the CBA was made there weren't online summer classes on main campus.
- E. Dr. Allen – Classes shouldn't be cancelled until after the first week of class so that students have the opportunity to register. Dr. Allen thinks we should be reluctant to cancel because the classes may increase after grades are in for the spring semester.
- F. Lincoln has gone roughly three years with no summer school because of the face-to-face requirement and financial issues. Covid forced Lincoln to work in online classes.
- G. Courses for summer are designed for online only.
- H. We should be working with advisors to encourage students to take classes in summer to catch up or retake classes.
- I. SACE summer classes are a part of the required sequence for some programs. The cost of the classes are also different because they are required courses for the programs. CBA 14.1
- J. Dr. Ihejirika – Lincoln needs a financial model for summer classes – Lincoln should advertise for the classes so that the courses fill and make money. CETL has done a great job setting it up, but we need to promote beyond the LU Student community.
- K. Dr. Allen – At this point we haven't marketed this summer class beyond Lincoln.
- L. Because summer school is a new financial structure and format, this may need to be addressed in the CBA or a side-letter. Previous information in the CBA was only designed to cover SACE.
- M. Dr. Allen – Lincoln doesn't need a provost because of Lincoln's size. She prefers the Dean of Faculty and Assistant Dean.
- N. Dr. Safford – LUC-AAUP should have negotiated changes in cba when online classes started summer 2020. Assumptions were made that Covid would be understood, which would allow for more discussion on this topic, but that did not happen. There are a lot of questions. SACE and summer school need to be important topics to discuss in negotiations. As long as no faculty rights are severely violated, we can get through this summer.
- O. At this point there are only 1 or 2 classes with low enrollment. Dr. Allen isn't worried about paying for those courses to run because it will not be a huge financial impact.

## 5. Department Chairs

- A. There are four department chairs that should be replaced based on the term limits in the CBA. There is also an evaluation requirement. LUC-AAUP is reminding the Admin to start the process, especially for the four departments with the eight year chair members.
- B. Dr. Joseph – LUC-AAUP sent out the survey regarding chair in the past. Will this be done digitally? Faculty Affairs will reach out to departments with chairs who have served two full terms.
- C. There is a stipulation in the CBA regarding extenuating circumstances, which will allow for the continuation of a Chair person past two terms. It is important to have changes in leadership to bring forward new ideas and progress.
- D. Dr. Allen – Wants faculty to know that she supports them. She believes we need to be a community and support each other. It isn't about the letter of the law, but the spirit and coming together as faculty and admin.