

LUC-AAUP MEETING MINUTES

Union EC meeting with President Allen

3/12/2021

4:15 PM – 5:10 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 4:20 PM

1. Welcome

2. Discussion Items:

A. Vaccine

- I. Can there be a vaccine day set up for faculty at Lincoln?
- II. Pres Allen: Marc Partee will reach out to the Chester County Health Dept to see whether something can be arranged for faculty. She will also reach out to Jefferson University, who we are working with
- III. The vaccination site for Lincoln will happen after the end of the school year. It is unclear what phase we will be on at that point.
- IV. Will we be mandating that students be vaccinated to return to campus in the Fall? Pres Allen: If the program rollout outlined by Pres Biden goes as planned (everyone can get a vaccine by May 1) then we should be able to return to campus. Being vaccinated will be a criteria to come on campus.

B. Cares Act passed March 2021

- I. Money set aside for Higher ed? \$3 billion was earmarked for HBCU and minority serving institutions. Half of that has to go to students as cash grants. A certain percent of that funding has to be used for covid mitigations. This funding amount is three times as much as what was allocated before.
- II. It is unclear whether Lincoln will be getting two allocations (like the last time). In the past, the first allotment was for specific needs & student funds and the second was more flexible.

- III. Dr. Allen projected to see an increase in student applications to college in the next month or so when the vaccines start to be more available.
 - IV. Dr. Allen allocated \$666K to help students clear balances. She will be looking at seniors that have back balances to request allocation of more donor dollars.
- C. Fall numbers for adjuncts vs full time faculty for three years
- I. Union EC will be contacting the registrar gather data on adjunct class teaching and whether this is a perpetual problem or if it is related to Covid. Union EC will bring that data to the next meeting with Dr Allen.
 - II. Union EC will focus on positions that were stalled because of covid.
 - III. Dr. Allen is looking at how many faculty Lincoln can bring in for next year or the following year.
 - IV. Faculty numbers have gone from 98 to 107 faculty members recently. Goal is to get to 120 in the next four years.
 - V. The employee assistant program supports faculty struggling with stress, but faculty may not know this program exists. Union will contact HR and bring information to the Faculty. It is suggested that Admin also send something out to faculty. Students are also not aware that they can have counseling even if they aren't on campus. Students have access to tele-health through a grant.
- D. Dr. Allen: Some faculty feel like they are being harassed and bullied by other faculty
- I. Dr. Allen let these faculty know that there are policies in place to handle harassment and bullying.
 - II. Perception is that they are being harassed because they have been supportive of Admin and/or Pres Allen. Dr Allen stated that she is here to support the University and a big piece of her support is supporting faculty. She has the interest of the faculty in mind as an alumna. She wants governance to be strong so that faculty are empowered. She wants to continue to be transparent and collaborative with faculty. She doesn't make decisions because she is afraid of BOT or other entities. She will fight for faculty when she feels like it's appropriate.
 - III. Dr Allen discussed instances of Dr Allen being accused of being fiscally irresponsible, which is contrary to the auditing that is happening every year. She wants people to know what is going on with the budget, unlike past administrations.
 - IV. Last summer: Dr Allen's lawsuit was about being fair and following procedure. She felt that there was a great deal of faculty support, but she knows that it wasn't 100%. She wants to open up a dialog with those who felt that things should have been done differently.
 - V. She suggested that faculty reach out for support in areas when returning on to campus in the Fall. She applauded the past contract negotiators relationship with admin.

- VI. It was suggested to have a satisfaction survey for faculty. This could likely go through the Faculty Council and be discussed at the full union meeting. The Union does not want faculty against faculty or faculty against administration.
 - VII. Institution should invest in senior faculty and leadership in faculty. If Lincoln faculty develops strong mentorship, then faculty can move into higher senior positions (like deanships) when needed – without having to hire from outside of the University.
- E. The board is rebuilding itself and bringing on new members with consistent views
- I. Everyone is optimistic that the board will strengthen procedures and policies.

Adjourned 5:10

Christina Kerns, Lincoln University AAUP Secretary