

Lincoln University Faculty Senate
February 23, 2012
Regular Meeting, 11:00 a.m. to 12 noon
106 MLK Hall

The meeting was called to order by Dr. Kurt Debord, chair, at 11:00. A quorum was present.

Approval of the February 26, 2012, Meeting Minutes

Dr. Mara Aruguete moved for approval of the February 24, 2011, minutes. Eugene Matthews seconded the motion. The minutes were approved.

New Business

A. Missouri Association of Faculty Senates, Dr. Kurt Debord and Ms. Ann Marie McSwain, Senate Officers

Dr. Debord and Professor McSwain recently attended the Missouri Association of Faculty Senates (MAFS) held in Jefferson City. Highlights from the meeting included the following:

Dr. Michael Nietzel, a senior policy analyst in education for Governor Nixon, shared major concerns going forward, including competition from colleges that are offering “open courses,” like Harvard and MIT, and the importance of maintaining quality internship programs for university students.

Brian Long, director of Council on Public Higher Education in Missouri (COPHE) spoke on the importance of lobbying state legislators.

MAFS has created a team to address political issues. As an extension of this effort, Dr. Debord and Dr. Gossett have put together LU Lobby Day for next Tuesday, the 23rd, from 9:00-11:00, in which students will lobby at the State Capitol. Students will meet at Scruggs, and a bus will transport them back-and-forth to the Capitol every 30 minutes.

MAFS is also encouraging a “common bills” program, a program in which students adopt three education bills to support during the year, similar to a common read program.

Missouri NEA Legislative Director, Otto Fagen, is currently focusing on the lobbying legislators on the need for adequate taxation to support the work of public educators.

MOAAUP President, Dr. David Robinson, is working with MAFS on working with universities to implement partner benefits and on issues surrounding Missouri HB1229, which would allow students to freely share recordings of faculty lectures.

B. American Association of University Professors, Dr. Mara Aruguete, President, LU Chapter of AAUP

Dr. Aruguete asked faculty to support the letter writing campaign, initiated by Dr. Gossett, to our state legislators on the impact budget cuts will have on LU. The information was sent out earlier through the LU Senate listserv. Ebony Woods is heading a similar campaign for Lincoln students.

Dr. Aruguete also discussed the budget meetings and the importance of attending these meetings. She stated that there were two different camps on the approach to budget cuts in academic affairs: 1. that cuts should be achieved through organizational changes based on retirement and attrition, including incentivizing retirement, and 2. that cuts should be achieved by changes based on a set of priorities, involving creation of a formula to evaluate courses, faculty and programs. She noted the difficulties in achieving the budget cuts for Dr. Harris and those working with her.

It was also noted that Dr. Hamacher, as chair of the faculty salary and benefits committee, will be sending out a survey on early retirement plans. Dr. Hamacher stated that the committee had reviewed three plans from similar Missouri institutions, and she agreed to send the faculty information on those plans.

C. Budget Committee, Ms. Sandy Koetting, University Controller

Ms. Koetting provided information on next year's budget. It is projected that a 4.2 million dollar budget reduction is necessary. After a tuition increase of 3 percent (percent limited by SB389), the projected decrease in total tuition dollars will be approximately \$549,000. The 4.2 million cut also includes a projected decrease in other revenues such as ticket sales. Last year, departments took a one-year overall budget cut of 1 million by not replacing needed faculty, and these "one-time cuts" will also need to be made up, adding another million to the cuts. The academic affairs budget is 56% of the total budget. Based on balanced unit allocation, Academic Affairs' budget will be cut 2.4 million.

All suggestions from faculty and staff were subbed out to various committees and the completed reviews are at the vice-presidential level now. They will make strategic cuts based on the percentage of their total budgets.

Suggestions for cuts are still being accepted. These can be sent to Ms. Koetting, Dr. Harris, or to Dr. Debord for those who want to make suggestions, anonymously.

D. Dr. Ann Harris, Vice-president of Academic Affairs

Dr. Harris also shared information on the budget process and decisions: The cost of raises and promotions were included in expenditure items. She will not recommend a 15-hour faculty course load. Cuts will be made in adjunct pay, summer school, and salary funds. New promotions must be justified. There will be larger class sizes where possible. They are looking

at cutting funds in areas with low graduation rates and at possibly encouraging retirement through retirement incentives. They are also asking heads of various areas what they can do without for a while or suspend for a while.

Dr. Harris also stated that she has looked at reducing expenditures by cutting deans, but doing so would not reduce salary costs and in comparison to other Missouri schools, LU has a minimal numbers of deans. In looking at cutting department chairs, it would mean fewer doing more work and that they already have too much work.

E. Lloyd Gaines Project Report, Professor Kylar Broadus, LU-MO Attorney General Partnerships
Professor Broadus shared information on the The Lloyd Gaines project, a partnership between Lincoln University and the Missouri Attorney General's Office. This partnership was formed in 2010. The Attorney General's Office provides mentorship to LU students, sponsors a yearly Mock Trial that is held in Stamper Hall and offers an internship through their office for our students. LU is currently looking to offer a class, jointly taught with members of the Attorney General's Office, for students interested in the pursuing the study of law. LU also began a partnership with the Missouri Supreme Court in 2008. The Supreme Court Law Clerks assist with LSAT preparation of our students.

Professor Broadus introduced Dr. Jessica Blome, Missouri Assistant Attorney General, who shared information on her work with Professor Broadus to create a LU-Missouri Attorney General partnership that provides mentoring experiences for LU students in the Missouri Attorney General's Office. Dr. Blome asked faculty to submit names of students who they thought might be interested in one of four rotations, litigation, agriculture and environment, public safety or governmental affairs (the licensing agency for all state licenses except lawyers). Dr. Blome also noted that the Western District Court of Appeals meeting that will be held on campus in the next few days is a joint effort between the Attorney General's Office, Missouri Supreme Court and LU.

Professor Broadus and students have also formed a student group, LU Pride, to help students deal with issues involving LGBT students on this campus. They will be focusing on prevention of bullying and plan to launch a Safe Space Initiative amongst other things this semester. On March 5, the group is sponsoring an event, Equality at an HBCU focused on the concerns and needs of LGBT students with speakers, Lauren Waters of the Human Rights Campaign (HRC) and Rodney Nickens Kendall of the National Black Justice Coalition (NBJC).

F. Religious Freedom and First Amendment Rights Symposium, Dr. Jan Knight and Ms. Marilyn Richardson, Co-chairs, LU Committee on Freedom of Religion Symposium Committee

A symposium on religious freedom and First Amendment rights will be held at LU on Thursday, April 12, from 12:00 to 8:00. The symposium is a joint effort between the Jefferson City Community Inter-faith Alliance and Lincoln University, and is part of a White House-Lincoln University initiative to increase collaborative efforts between universities and community groups. In addition to First Amendment Rights, a secondary focus of the symposium is on

increasing knowledge and understanding of religious and spiritual groups within our community. Dr. Knight and Professor Richardson asked faculty to support the symposium and encourage student attendance, and they noted that they would be asking faculty members to serve as moderators and panelists for the program.

Announcements

1. Dr. Connie Hamacher announced the HIV/AIDS Summit, in partnership with the U. S. Department of Health and Human Resources, will be held on campus on April 2 and 3. A program of the summit was passed out to faculty.
2. Dr. Gabrielle Rachel-Malfatti encouraged faculty to participate in the “LU is Reading” initiative. Information on the initiative was sent out through the listserv.
3. Dr. Avila Hendricks announced the Annual Poverty Simulation will be held Monday, March 19, from 1:00-4:00, in Scruggs University Ballroom. Professor Word is in charge of the event.
4. Dr. Amy Gossett announced that the Student Government Association (SGA) approached her on how to play a role in lessening the impact of the budget cuts. Together, they have set up Lincoln Lobbying Day as a means for students to actively lobby state legislators. It will be held next Tuesday, March 28th, from 9:00-1:00, with the possible extension of times. Students will meet at Scruggs, where they will be mentored on how to lobby, and then buses will leave every half hour to take students to the Capitol. Please encourage students and remind them to dress professionally.
5. Dr. Debord introduced the Director of Admissions, Ms. Annette Crowder, to the faculty.
6. Dr. Jim Rooney announced that the Lincoln University Regional Science Fair will be held on campus, March 23.
7. Professor Kylar Broadus announced that this year’s Mock Trial, sponsored jointly with the Missouri Attorney General’s Office, will be held in Stamper Hall on the evening of March 23.
8. Dean Jerome Offord shared information on the Civil War Discussion Series being held at Page Library, with discussions led by our resident scholar, Dr. Debra Greene. He encouraged everyone to attend and support Dr. Greene.
9. Dr. Mara Aruguete announced that the Missouri Academy of Science (MAS) will be held April 14 at the University of Missouri—Columbia. This year faculty and student combined presentations of research will be added to the sessions. The abstract for presenting is due by March 1.

10. Dr. Debra Greene announced that plans are being made to plant a tree on campus in memory of Professor Brian Fawks. The cost for the memorial tree is \$250. Donations will be taken to cover the cost.

11. Dr. Debra Greene announced LU's participation in "Retool Our School," sponsored by Home Depot. LU has submitted proposals for the funding of three projects that will enhance the campus grounds.

Dr. Cal Johnson moved to adjourn. Meeting adjourned.