# Lincoln University Faculty Senate February 25, 2010 Regular Meeting, 11:00 a.m.-12:00 Noon 106 MLK

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

### Approval of the November 19, 2009, Meeting Minutes

Dr. Connie Hamacher moved the minutes of the November 19, 2009, meeting be approved.

# **Officer Reports**

#### A. Senate Chair Report—Dr. Debra Greene

Dr. Greene announced that her senate report to the Board of Curators had been sent through email to members of the senate. She expressed hope that faculty had read the report.

Also, Dr. Greene announced that the Rules and Regulation Committee decided not to support Proposal #1 introduced by the AAUP and passed by the senate in our September, 2009, meeting; the other two proposals from the AAUP were approved.

#### B. Faculty Approval of Graduation List

Dr. Greene reported that a concern had been raised about the December graduation—that it was not stated that the list of graduates had been approved by the faculty. The list is usually sent to the executive committee for approval, but the link through the committee has been broken for the last year. Before the next graduation, a determination will need to be made about how the senate body will approve the list of graduates.

# C. President's Report to Faculty Senate—Dr. Carolyn Mahoney

Dr. Greene announced that Dr. Mahoney was out of town; thus, the president's report to the faculty on the status of the budget would be presented at the March meeting.

#### **New Business**

## A. Employee Compensation and Benefits Committee--Dr. Connie Hamacher, chair

Dr. Hamacher presented a report from the committee detailing committee recommendations for salary increases and handed out copies of her report to those in attendance. The goal of the committee was for Lincoln's faculty average salary, by rank, to equal the average of comparator institutions in Missouri-all public four-year institutions except UMC and Missouri State University. The recommended increase, by rank, thus would be as follows: professor, \$6,669; associate professor, \$8,285; assistant professor, \$5,996; and instructor, \$4,455.

Also, an increase based on *discipline value* was included in the recommendation. To bring Lincoln in line with other institution's higher pay for faculty in certain disciplines, the committee recommended a discipline-added value to the following areas: business, 10 percent; computer science, 5 percent; and nursing science, 5 percent.

These recommendations equal a fixed cost increase of \$2.2 million in salary and benefits for faculty and staff. The state of the economy and continued predictions for deeper state cuts in the next years will affect the degree to which these recommendations are approved. Dr. Hamacher also summarized Commissioner Stein's, January 22, 2010, list of potential cost savings ideas, and noted that in the deal

made with Governor Nixon by the state universities not to increase tuition in exchange for only a 5.2 percent cut for FY11, Lincoln's funding would decrease by approximately 1 million. Lincoln's revenue for FY 10 is as follows: 44 percent from tuition and fees, 52 percent from the state, 2 percent from state appropriation (Caring for Missourians, which will be cut) and 2 percent from others sources. Out of 37 million, Lincoln's expenditures are as follows: gross payroll for 2010, \$18,700,000; fringe benefits, \$6, 358,000; and other expenses, \$11,942,000.

In summary, Dr. Hamacher stated that the president is supportive of the proposal and is hopeful that partial funding of these recommendations could be found and funding to increase staff salaries, as well. Consideration of the recommendations will made within the context of the budget process.

B. Bachelor of Liberal Studies Program—Dr. Linda Bickel, dean, College of Professional Studies
Dr. Bickel provided an update on the liberal studies program and a handout on the program's mission, admission requirements, degree requirements, and optional credit possibilities. She stated that based on feedback from alumni surveys, graduates felt that faculty members do not understand the degree. The original intent of the degree was to provide individuals who were already employed in a position, but unable to advance due to lack of a degree, a degree that supported their work as well as qualified them to move up or advance. The degree still serves this population, but it now also attract students who have not entered the workforce, and who have found that their major was not what they wanted or who were not successful in their chosen major.

The BLS degree, rather than having a major or a minor, requires students to have two to three areas of emphasis. All general education requirements, except for the physical education requirement, must be met. The BLS program also allows students to receive credit for work experience and community service.

The first step in the process is an evaluation of the student's transcript which allows the student to make a decision that is appropriate for their situation. After an application is made and approved, the student is assigned an advisor from their major emphasis area. Dr. Bickel asked that faculty send any interested students to see her.

In response to Dr. Bickel's presentation, Dr. Dick Dalton, stated his support for the degree, noting that at many schools, the degree is considered an interdisciplinary degree, and he views it as good option for students.

## **Announcements**

1. Ms. Ruth Campbell, CIO (Computer Information Officer): The university has purchased an instant enrollment module that allows us to develop and offer courses, workshops, events, seminars, and so on, and receive payment online via a PayPal account linked to our website. The module is presently being tested, and the work on integrating the payment system with Datatel is taking place. The enrollment module is part of the ERP, enterprise resource planning system, the system that manages and integrates the external and internal workings of our computer system.

Ms. Campbell also reported on the archiving of LU emails. In order to comply with Missouri's sunshine law, a Google account has been created to archive all LU email, and archiving is presently taking place. By law, the email must be retained for five years. Access to the archived emails requires approval by the LU attorney. Emails can be retrieved, but as it takes time, a request needs to be made prior to the date

the material is needed. A formal policy regarding the request and retrieval process for archived emails has been written and sent to Lincoln's attorney for a response. In addition, we are currently debating a requirement that all LU business take place using the LU mail system.

2. Dr. Nancy Browning: The AAUP (American Association of University Professors) will host a dinner gathering this evening at Arris' Pizza on High Street at 5:15. This is not a meeting, but a way to socialize with colleagues.

The Missouri Association of Social Welfare, the NAACP, and the CD200 faculty, are sponsoring the showing of *The Only Good Indian*, on Thursday, March 4, 4:00-6:00 p.m., in Langston Hughes Theater. Kelvin Wilmot, the film's creator, will lead a discussion following the showing. Interested faculty members are invited to go out to dinner with Dr. Wilmot following the discussion.

- 3. Dr. Linda Bickel: Mr. Stephen Glassman, the Pennsylvania Human Relations Vice Chairperson of the Governor's Cabinet on Disability Rights, will be speaking on March 11 at 7:30 p.m. in Langston Hughes Theater. His talk is titled, "Passing Civil Rights Legislation." A reception will immediately follow his presentation. All students, faculty, and staff are invited to attend. Mr. Glassman is also available on Friday morning, March 12, to meet with students or classes. For more information contact Dr. Kylar Broadus, Associate Professor of Business Administration. This presentation is made possible through the combined efforts of Dr. Broadus and the Center for Teaching and Learning.
- 4. Mr. John Meyer: A career fair will be held on March 24, from 10:00-2:00, in Jason Gymnasium. Faculty are asked to help make students aware of this opportunity for all students as some employers have opportunities for internships and job shadowing as well as employment opportunities.
- 5. Dr. Patrick Henry: Dr. Henry has been notified by the New Visionary Leadership Project, that all programs have been suspended due to budgetary constraints. This includes the fellowship for one Lincoln student that was to have been awarded this year.
- 6. Dr. Amy Gossett: As part of the American Democracy Project, which Dr. Gossett reported on in the November meeting, students are engaged in research and finding solutions to the following four identified problems at LU: retention rate, food and entertainment, emergency planning, and communication. Faculty members are asked to support students by entertaining their questions when asked and/or working with them on their projects.
- 7. Ms. Liz Wilson: Please attend the African American Read-In being held today from 8:00 a.m.-5:00 p.m., in 100 Page Library. Individuals from across campus will be reading works by African American authors, including students from Dr. Leslie Youngblood's and Ms. Marilyn Richardson's classes.
- 8. Ms. Debi Word: The MASW Student Advocacy Day is Tuesday, March 2, 2010. Everyone is welcome to join them at the Capitol.
- 9. Mr. Steve Linam, organizer, Fair Electricity Rate Action Fund: Within a few weeks, the Public Service Commission will be deciding on an 18 percent rate hike for customers of Ameren UE. This group is a PAC composed of AARP, the Council of Missouri Consumers, the Missouri Retailer's Council, as well as businesses, households and individuals, which is actively protesting the rate increase before the Public Service Commission. Mr. Linam asked the faculty to consider submitting a resolution in opposition to the rate increases to the Missouri Public Service Commission. The PAC does not oppose incremental

rate hikes, only the jump to 18%. AmerenUE's explanation and justification for the rate hike can be found on the PSC website ( <a href="http://www.psc.mo.gov">http://www.psc.mo.gov</a>).

Dr. Michael Bardot moved the meeting adjourn. Meeting adjourned at 11:46.

Respectfully submitted, Marilyn Richardson Senate Secretary