

**Lincoln University Faculty
Regular Meeting Minutes
Tuesday, 4 December 2017, 4 PM
Ware Center Theater**

**Patricia Pierce Ramsey, Ph.D.
Provost and Vice President for Academic Affairs
Presiding**

The meeting was called to order by Provost and Vice President Ramsey.

A. PRESIDENT’S REMARKS, Dr. Brenda A. Allen

- a. President Allen opened her remarks by addressing “faculty, community, civility, and the importance of discourse.” She questioned “the issue keeping us from moving forward” and didn’t see the issue being argued nor even an acknowledgement of an argument.
- b. She suggested a new beginning to subvert the administrative/faculty divide that has been entrenched and dates back to at least her time as a student at Lincoln. The faculty by-laws need to be agreed upon by the community of scholars to protect that scholarship. She said, “My question to the faculty is when have we sat back and said ‘who are we,’ ‘what do we want to be,’ ‘what do we value,’ ‘what do we look like,’ ‘how is it that we want to make sure we have processes and procedures that will keep this faculty strong for the next 20 30 40 years.” She questioned starting over or reflecting on the areas that need to be addressed. She sees issues of fairness and clarity in the email chain. She asked the faculty to imagine they are in charge “because you are.” There are faculty bylaws and as a faculty there are things that need to be discussed. She urged the faculty to look to the current environment and the future rather than debate a document developed over the past 40 years.
- c. She suggested starting from the end and working backwards to create a by-laws document that can enable faculty to reach those end goals.
- d. She also wished everyone a happy holiday season and urged everyone to get rest and spend time with family and friends.

B. PROVOST REMARKS, Dr. Patricia P. Ramsey

- a. Presentation of National Survey of Student Engagement (NSSE) & Faculty Survey of Student Engagement (FSSE). [Copy of slide deck is on file].
- b. Response rate was higher in 2017 than in 2013.
- c. The time preparing for class was similar between first year and senior year students as well as when compared to peer institutions. The faculty response for perceived average hours per week of students preparing for class was much lower than the student reported hours.
- d. The Provost indicated that faculty see academic advising in a different way than students. Using a grading metaphor, she said that faculty give themselves As and Bs, but from the student perspective the grades were Ds and Fs. She drew attention to question 5b “listen closely to advisees’ concerns and questions”

where faculty indicated the importance was 100%, but first-year and senior students indicated 63% and 72%, respectively. She wanted the faculty to reflect on their intentions and indicated that we really need to focus on what's important.

- e. The report will be available in OIERP. The report in its entirety will be shared with the extended cabinet.
- f. Discussion included research regarding the inaccuracy of student perception in reported data regarding time spent preparing for class, regardless of institution. The Provost said that while not indicated on the chart, the Lincoln faculty responses were "much higher" than at peer institutions. She also said that the perception of students is important for retention, regardless of actuality, for improvement. The disparity makes it appear that faculty and students are perceiving two different worlds.
- g. The President added that introspection takes courage. When looking at the 5.8 to 6.4 hours per week faculty expectation for student preparation for class and the 2.2 to 2.8 perceived student hours preparing for class, she asked "what should we do about that difference?" She said that the discrepancy showed that faculty are aware of a stark difference in reality, so what can faculty do differently so students can learn what they need to learn. Self-reflection is not always about whose fault it is, but "what can I do to achieve my goal. We can use this data to figure out what we can do different."
- h. The importance of empathy was suggested in order to make a connection with students.

C. RATIFICATION OF THE AGENDA

- a. A quorum of 51 voting members was established. The total faculty number is 100.
- b. The agenda was approved.

D. RATIFICATION OF MINUTES

- a. The minutes from the November 7, 2017, Faculty Meeting were properly moved, but a vote on the minutes was postponed until the next meeting after one faculty member indicated they looked at the website but did not see the minutes.

E. ACTION ITEMS

- a. Approval of the December Graduates, Ms. C. Rutledge

The motion to accept the list of graduates as printed pending final approval from department faculty and final grades was properly moved, seconded, and approved.

F. REPORTS/DISCUSSION

- a. Faculty Council, Dr. Poe
 - i. Would like to see the Snyder Report in addition to the NSSE and FSSE surveys.

- ii. The faculty by-laws debate via email was a good debate that has resulted in an updated Faculty By-laws document to be posted by the January 23 Faculty Council meeting.
 - iii. The council met with the President to discuss restructuring that Dr. Poe hopes the President will share with the faculty soon.
 - iv. New elections will be held before the end of the semester for the faculty council.
 - v. Dr. Poe read from a document reminding the faculty of many of the duties and powers of the faculty that are contained in the by-laws.
- b. Self-study, Dr. Y. Hilton
- i. The steering committee is meeting with the co-chairs Monday, December 11, at 1 p.m. in preparation for submitting the data that has been collected.
 - ii. Department chairs are meeting with the co-chairs at 2 p.m. on December 11 to discuss syllabi.
 - iii. The Provost added that the Spring semester will be crunch time for completing the self-study, and full cooperation with the steering committee task forces was requested.

The meeting adjourned 72 minutes after it began.

William Donohue, Secretary (in absentia)