MINUTES
FACULTY SENATE MEETING OF OCTOBER 3, 2001

ATTENDANCE:
Arts and Sciences: Christine Bridges-Esser, Kevin Dodson, Joe Pizzo, Pamela Saur, Cindy Stinson, Donna Bumpus, Bruce Drury, Dave Castle, Vernice Monroe, Max Loges, Walter Sutton, Judy Mann, Sheila Smith, Dianna Rivers, Stephanie Yearwood, Mike Matthis.
Business: Larry Allen, Richard Jones, Celia Varick, K.C. Sen, Frank Cavaliere.
Education: Desmond Rice, George Strickland, Joel Barton, William Holmes. Absent: Kimberly Griffith.
Engineering: Peggy Doerschuk, Alec Matheson, Valentin Andreev, Hsing Wei Chu, David Read. Absent: John Gossage.
Fine Arts and Communication: Kurt Gilman, Steve Hodges, Larry Elliott, Anne Mattlock. Absent: Lane Roth, Travis Almany.
Library: Jon Tritsch, Sarah Tusa.
Port Arthur: Mavis Treibel.

CALL TO ORDER
Faculty Senate President Bruce Drury called the meeting to order at 3:05 p.m.

MINUTES

The September 5, 2001 minutes were amended as follows: (new language in uppercase): “The committee will send out REMINDERS of application for developmental leaves in the spring…” Minutes were approved as amended; motion by Christine Bridges-Esser, seconded by Kurt Gilman, passed unanimously.

PRESIDENT’S REPORT
President Drury reported the following:
1. Long Range Planning: The planning committee met and approved a proposal to begin planning for Cardinal Village II. It should be available next fall. It will be south of Cardinal Village I. Alabama Street will be closed, and the area between the two complexes will have a swimming pool and other recreational facilities. Gentry Hall will probably be sold to LIT, the Units will be taken down, and the Alabama Apartments will be condemned. Brooks-Shivers will become the swing building for departments displaced by renovation, and the Plummer Hall will be demolished.
2. Deans’ Retreat: One issue of informal discussion was the definition of community service. Some would like to limit acceptable service reported on F2.08 forms to activities that relate to one’s discipline. It was suggested that the Faculty Issues Committee look into this if it becomes a formal proposal.
3. Bill Holmes will be attending a conference on faculty evaluation this month. Also, Stephanie Yearwood will be attending a conference on academic integrity. Both will report to the faculty in some appropriate forum.
4. Faculty Senate Web pages are accessible via the following links: Administration > LU for Faculty and Staff > Faculty Senate (under Committees and Groups). This last link is not visible unless one scrolls the page horizontally, making it difficult to find. The Web Administrator will be asked to change this page to make the link more easily accessible.

In discussion related to the Web pages, it was suggested that senators review their departments’ Web pages to check for errors and contact the LU Webmaster, Janet Bray, if any corrections need to be made. In addition, starting next month, the Faculty Senate Agenda will be posted to the Faculty Senate’s Web pages. If Faculty Senators have any other information to be posted, please contact Peggy Doerschuk.

COMMITTEE REPORTS

Academic Issues
Christine Bridges-Esser reported that the committee is currently reviewing the policy proposal for academic probation and suspension. The committee will try to report on their findings at the November meeting. The committee also met with Dr. Doblin on the study abroad program. They are waiting on the Student Senate to decide if they want to redo the $2 fee for study abroad. With reference to the issue of timing of scholarship budgeting, Dr. Doblin indicated that he believes that each department should be notified before February of how much money it will be able to offer as scholarships and that he will look into the situation.

Faculty Issues
Bill Holmes reported on four issues: (1) The committee is currently researching university centers and directors across the colleges. (2) A representative from the committee has met with Kevin Smith and Kevin Dobson about the Faculty Handbook. The representative will be working as a liaison between the committee and Dr. Smith’s office with respect to changes to the handbook and procedures for making such changes. (3) The first ballot has gone out for the Piper award. Fifteen nominees have been received so far. Please return ballots by next week. (4) The bookstore manager’s supervisor and Barry Johnson will meet with the committee at its next meeting to discuss service issues. The committee has compiled a number of faculty complaints about the service provided by the bookstore.

Budget and Compensation
Valentin Andreev reported that the committee met with the Vice President of Finance, Mike Ferguson. They learned that one must be aware when reading the budget that amounts listed in the white pages are budgeted, whereas amounts listed in the green pages are the actual amount. The committee also learned that salaries can be changed throughout the year, and those changes will not be reflected until the next budget is published. The committee sent a survey to Faculty Senators asking about the merit raises process. The results will be reported next time. The committee also talked about studies of faculty salaries. A report summarizing Lamar University Faculty Salary Increases for Fiscal Year 2002 was distributed to Senators. That document is included as Appendix A. Also distributed were excerpts from the March-April 2001 issue of Academe, the publication of the American Association of University Professors. That issue includes survey reports on (1) percentage changes in salary levels and percentage increases of faculty by category, affiliation and academic rank; (2) average salary and average compensation levels by category, affiliation and academic rank; (3) average compensation by region, category, and academic rank; and (4) survey of average salary and average compensation of participating Texas schools. Please note that compensation includes insurance; so subtract about 25% to reflect salary. The committee also notes that Lamar did not participate in this salary survey and that the Senate should suggest that the administration participate in these surveys in the future. Also
included in the documents distributed was a table comparing administrative salaries at Lamar with the U. S. median administrative salaries. There is an effort in the administration to raise faculty salaries and address inequities this year, but the Faculty Senate must pursue this as well.

Faculty Development and Research
Sarah Tusa reported that the committee met on September 12. The committee welcomes George Strickland, who is a new member. Developmental leave requests are due to Chairs on October 8. Senators were asked to remind their colleagues of this deadline and to let Sarah know if they can’t get application forms. They have been compiling information related to policies on intellectual property and distance education. Sabbatical leave is also being pursued. These latter agenda items will be pursued in more detail after the faculty developmental leave process is underway.

Distinguished Faculty Lecturer
Pamela Saur encouraged everyone to attend the upcoming lecture. The committee will meet once after the lecture to go over procedures and improve the organization for next year. She distributed flyers advertising the lecture and asked that Senators post them and distribute them to students, etc. Bruce Drury encouraged everyone to attend the lecture and to encourage other faculty and students to attend. He also asked that Senators mention that it is financed by a grant from Southwestern Bell, so that their support is recognized.

Staff Appreciation Day
Bruce Drury reported that Staff Appreciation Day will be the last Friday in November and that Mark Asteris has things in order for this event.

OLD BUSINESS
None.

NEW BUSINESS
1. Election of two Faculty Representatives for the Parking Committee. Two nominees, Donna Bumpus from Nursing and James True from Political Science, were elected unanimously.
2. Evaluation of Administrators: Process and Follow-up. Three issues were discussed:
Evaluation of the Associate Dean of the College of Business and related issues. The Associate Dean of the College of Business received a negative evaluation last year. Several items requiring improvement were noted and agreed upon, but no procedure for follow-up was included in the evaluation. In August, the current dean, who is leaving in November, recommended that the associate dean be reappointed, and Dr. Doblin concurred in the reappointment. Some faculty in the college feel that the reappointment of the associate dean is questionable, given the negative evaluation. This issue raised more concern when the search committee for the Dean of the College of Business was formed. The search committee is to select an interim dean as well as screen for a permanent dean. Both the associate dean and his brother-in-law are members of the search committee. Many faculty in the College of Business feel this is a serious concern. The College of Business senators met with Dr. Doblin and expressed their concern over these issues. Dr. Doblin’s position on the reappointment is that he relies on the people who work for him, and since Dean Moore recommended the reappointment, he felt obligated to allow it. Doblin also indicated that this is not a term appointment, but that the interim dean could appoint someone else as associate dean and the new dean can appoint someone else. The ill health of the associate dean was also a consideration. Dr. Doblin’s position on the search committee is that since the procedure for selecting the committee members had been accepted by the people in the college, the procedure should not be changed because the faculty do not like the outcome. Dr. Doblin explained that at the time he appointed the brother in law, he didn’t know that the associate dean would be elected as a member of the search committee. After discussion of these issues, several actions were suggested. First, senators from the college, especially the two senators on the search committee, were asked to monitor the search process carefully. Second, senators from the college should monitor the follow-up of the negative evaluation to ensure that the agreed upon improvements are realized. Third, it was suggested that a senate committee look at formalizing procedures for follow-up and/or probation where remedial action has been suggested for administrators. Fourth, it was suggested that persons on probationary status not be allowed to act as representative of their group.
Deans and teaching. There was discussion as to whether deans should be required to teach. Dr. Drury indicated that the Faculty Issues Committee might want to consider a resolution to encourage deans and vice presidents to teach. He indicated that Dr. Doblin supports teaching at least one course per year but does not require it. It was pointed out in discussion that the advertisement for the Dean of the College of Business says that the dean will be encouraged to teach. In addition, the following points were made in support of requiring deans to teach: (1) they are faculty and as such should be evaluated on their teaching; (2) deans commonly teach elsewhere; (3) our deans’ salaries are higher than the national average, so they should be doing more than the average; (4) half of a dean’s salary comes from the academic side; (5) the deans need to interact with students.
Yearly evaluation of administrators by faculty. Dr. Doblin has stated that administrators should be evaluated every year by a small survey of faculty in their college. It was suggested that the Faculty Senate pass a resolution in support of this.
3. Campus improvement. Dr. Drury noted that many improvements have been made to the campus recently. He asked that if senators see something on campus that could be changed easily, they let the executive committee know. He also asked senators to encourage faculty, students and staff to take pride in their campus. One suggestion was that a sidewalk be installed along the diagonal path that is frequently used from the Maes Building to the parking lot.

The 2001-02 Senate was adjourned at 4:00 p.m.

APPENDIX A

LAMAR UNIVERSITY FACULTY SALARY INCREASES, FY 2002

Median Median
N Dollars Percent
All Full-Time Faculty 219 $2,578 5.30%

College
Arts and Sciences 89 $2,622 5.45%
Business 23 $2,975 5.00%
Education and Human Dev. 28 $2,550 5.62%
Engineering 34 $2,945 5.05%
Fine Arts and Communication 31 $2,228 5.20%

Library 9 $2,570 5.36%
Developmental Education 5 $1,650 5.06%

Rank
Professor 86 $2,743 5.00%
Associate Professor 48 $2,476 5.16%
Assistant Professor 65 $2,349 5.88%
Instructor 9 $2,191 6.62%
Lecturer 11 $ 925 4.60%

Gender
Female 78 $2,517 5.70%
Male 141 $2,622 5.05%

Administrative Status
Department Chairs 26 $3,139 5.46%
All Other Faculty 193 $2,400 5.24%

Source: Compiled from Lamar University Operating Budget, Vol. II, Fiscal Year 2002 and Fiscal Year 2001.

Note: Salary increases include merit raises, promotion raises, and raises associated with department chair status. Full-time faculty are those who were 100% FTE in both the FY 2002 and FY 2001 Operating Budget, excluding the holders of endowed chairs.

If you have any concerns that you want the Senate to discuss, please contact your Senator or the Senate Secretary: israel@ sal.lamar.edu.