LAMAR UNIVERSITY FACULTY SENATE
MINUTES FOR FEBRUARY 6, 2002

ATTENDANCE:
Arts and Sciences: Kevin Dodson, Joe Pizzo, Pamela Saur, Cindy Stinson, Bruce Drury, Dave Castle, Vernice Monroe, Max Loges, Walter Sutton, Judy Mann, Sheila Smith, Mike Matthis, Stephanie Yearwood. Absent: Donna Bumpus, Christine Bridges-Esser, Dianna Rivers.
Business: Larry Allen, Richard Jones, Celia Varick, Frank Cavaliere. Absent: K.C. Sen.
Education: Desmond Rice, George Strickland, Joel Barton, Kimberly Griffith, William Holmes.
Engineering: Peggy Doerschuk, Alec Matheson, Valentin Andreev, David Read, John Gossage. Absent: Hsing Wei Chu.
Fine Arts and Communication: Kurt Gilman, Steve Hodges, Larry Elliott, Ann 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 3:00 PM.

MINUTES
The December 5, 2001 minutes were approved as written.

PRESIDENT’S REPORT
Bruce Drury reported the following:
1. The Salary Equity Committee is close to having a recommended equity raise process for President Simmons. The recommendation will probably be presented to the faculty in late February. The process will probably require 3-5 years to complete since it will cost over $2,000,000. One snag is that the state has a projected $5 billion shortfall for the next biennium, and Governor Perry has asked all agencies to find ways to conserve money. The TSUS presidents recommend that we respond by noting that we gave already as a result of being shortchanged in the last appropriation.
2. The groundbreaking for Cardinal Village II is eminent. Completion is scheduled for August 15, 2002.
3. Enrollment is up by over 4% in both headcount and credit hours. The 2002 summer and fall and the 2003 spring terms are counting terms for the Fiscal 2004-05 formula appropriations.
4. Lamar has begun national searches for a Vice President for Student Affairs and Executive Director for Continuing and Distance Education. Internal searches will soon be underway for directors for the honors and the study abroad programs. Dr. Doblin also intends to appoint an Associate Dean of Education for NCATE Accreditation.
5. Dr. Doblin has created a committee to evaluate our procedures for the Performance Evaluation of Tenured Faculty. Bill Holmes will represent the Faculty Senate.
6. The Texas Council of Faculty Senates will meet in Austin on March 1-2. The TSUS Council of Faculty Senates will meet with the Chancellor at 9:00 AM on March 1.
7. The Committee for the Academic Master Plan will hold a Faculty Forum on Monday, March 4, 2002 at 3:00 PM in the Landes Auditorium to discuss the types of data necessary for the AMP. Please attend and encourage your colleagues to do so also.

COMMITTEE REPORTS

Academic Issues: Christine Bridges-Esser is ill. Bruce Drury reported that the committee is to take another look at the policy on suspension and to bring a proposal to the Senate if they think it is appropriate. Donna Birdwell-Sykes resigned as director of the Honors Program effective this summer. While she was on leave, Terry Davis filled in for her. Both have indicated that this is a full time job but with only two-class release time. Bruce Drury has asked the committee to study the Honors Program to see if there should be a change in compensation for the director to keep it a viable program.

Faculty Issues: Bill Holmes reported that the committee will meet Wednesday. The agenda will include the following issues: (1) are lecturers and instructors being evaluated; and, if so, how; (2) job descriptions for chairs; and (3) recommending that adjuncts who teach only one course have their parking fee waived.

Budget and Compensation: Vernice Monroe reported on the results of the questionnaire on the FY2002 faculty merit raise process and the committee’s analysis of responses. The committee’s report is included in Appendix A. Date: February 6, 2002

Faculty Development and Research: Kurt Gilman reported that the committee met and considered the development leave process again. The committee had been asked to revisit the process because of possible confusion about the issue of funding. The committee unanimously confirmed that it had considered all the criteria as stated in the application process and had acted accordingly in selecting the recipients for presentation to the Senate. The committee members also believe that no new criteria should be added in retrospect, but that the process should be evaluated before the next round. The committee submitted as a motion its recommendation that developmental leaves be granted to Dr. Shyam Shukla for fall and spring and Dr. Christine Bridges-Esser for summer, 2002. The motion was seconded by Sarah Tusa. Valentin Andreev offered the following amendment: that the committee’s recommendation be amended to also grant developmental leave to candidate Alec Matheson for one year ½ time at no cost to the Developmental Leave fund. David Read seconded the motion. A lively discussion ensued, during which several Senators spoke in favor of the amendment and several spoke against the amendment. The proposed amendment failed by a vote of 11 for, 20 against. The original motion to grant the two aforementioned leaves was passed by the Senate. Joe Pizzo asked that the committee consider establishing another type of leave that is an unfunded developmental leave with no criteria for selection if the department can afford it. The committee will consider this.

Distinguished Faculty Lecturer: Sarah Tusa and Cindy Stinson reported that the committee has selected a tentative date of 10/7 or 10/14 for the lecture. Requests for nominations have been sent out, but only 1 nomination has been received thus far. Please encourage people to make nominations. The deadline for nomination is 2/22. If anyone would like to serve on this committee, please do. The committee hopes to have a Distinguished Faculty Lecturer by the May meeting.

Staff Appreciation Day
Staff Appreciation Day will be this Friday. Mark Asteris reported that thus far $3100 has been collected from 106 people. Mr. Asteris asked for help with preparing decorations, serving drinks, and handing out tickets at the door.

OLD BUSINESS
None

NEW BUSINESS
1. 24-7 Assistance for Computer Users – Bruce Drury reported that we have never had 24/7 assistance for computer users; only 8:00 AM – 5:00 PM. The Distance Education contract did provide for 24/7 assistance for distance learning, but not for faculty and student use of academic computers. Stephanie Yearwood indicated that the University’s Distance Learning Committee over a year ago voted overwhelmingly to support 24/7 assistance for distance education. At that time there was a proposal on the table for a contract to provide 24/7 support for everyone, not only distance education. Dr. Yearwood emphasized that the resolution was passed and should have been followed up on. Bruce Drury asked that the Faculty Issues Committee look at this and prepare a resolution for the next meeting. If you have any ideas, please contact the committee. David Read made the point that in addition to a 24/7 800 number there must also be a technician on site 24/7 to handle potential problems with the server.
2. Budgets for Development Leaves and Research Enhancement - Since 1995, the developmental leave budget has decreased from $69,000 to $30,000. Kurt Gilman presented a resolution on behalf of the Development Leave Committee that the Senate urge the administration to increase funding for development leaves. Dick Jones and Sarah Tusa offered friendly amendments that were accepted. Motion carried. The resolution as amended is included in Appendix B.
3. Homecoming - SGA President Alicia Hickman urged Senators to announce upcoming homecoming festivities in their classes.
4. Policy for Academic Probation and Suspension – Academic Issues Committee may have something next month.
5. Promotion Raises, Overload/Mini-Session Pay – Valentin Andreev presented a resolution on raises on behalf of the Budget and Compensation Committee. The resolution is included in Appendix C. Instructors are not included because there are some issues for the committee to discuss. Current raises are $1500 from Assistant Professor to Associate Professor and $2,000 from Associate Professor to Professor. Kevin Dodson seconded the resolution. In discussion, Joel Barton spoke against the resolution because of a concern that it will make salary inversion/compression worse. The resolution passed. Dr. Andreev also presented a resolution on compensation for teaching mini-session classes. The resolution is now outdated because the Administration has recently announced that the salary for a mini-session class is now $3,000. Several Senators spoke against the resolution. After discussion, the Senate voted to table the resolution and send it back to the committee; motion by George Strickland, seconded by Alec Matheson.
6. Kevin Dodson will present some rules for elections at the next meeting. Please remind your deans that Senate elections should begin in March.

The 2001-02 Senate was adjourned at 4:35 p.m.

APPENDIX A

To: Faculty Senate
From: Faculty Senate Budget and Compensation Committee
After reviewing Faculty Senators’ responses to the “Questionnaire: FY2002 Faculty Merit Raise Process” the Budget and Compensation (Committee) would like to submit the following conclusion and recommendations:

CONCLUSION:

Apparently the process is working. Most department chairs, with one major exception, effectively communicated to their faculty the amount and the process for awarding FY2002 Merit Raises.

COMMITTEE RECOMMENDATIONS:

1. For FYU2003 contract year, all academic department chairs must provide in writing to each faculty member in his/her department:
a. The dollar amount and the percentage of annual merit raise
b. The average dollar raise and average percentage raise of faculty in the department
c. How the merit raise amount was determined
2. The process for merit raise administration should be standardized at the College level (The process should be the same in every department.)
3. The publication on the Lamar University Web site of the Merit Raise Process for each college should be continued.

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APPENDIX B

RESOLUTION

Whereas faculty development is critical to the mission of Lamar University,

Whereas the budget for awarding development leaves has been reduced by more than half over the last 10 years,

Whereas the impetus for competing for these awards is reduced due to the lack of funding,

Be it resolved that the Faculty Senate urge the administration to increase funding for development leaves at least to its level of 10 years ago.

APPENDIX C

An Amendment to the Faculty Senate Resolution of December 5, 2001 submitted by the Budget and Compensation Committee

The Faculty Senate recommends that the raise from Assistant Professor to Associate Professor be $3,500, and from Associate Professor to Professor be $5,000.

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