LAMAR UNIVERSITY FACULTY SENATE
MINUTES FOR NOVEMBER 5, 2003

ATTENDANCE

Arts and Sciences: Rick Altemose, Christine Bridges-Esser, Donna
Bumpus, Don Carey, Dave Castle, Roger Cooper, Terri Davis, Alicen Flosi, Paul
Griffith, Martha Rinker, Dianna Rivers, Lee Thompson, Iva Hall, Paul
Nicoletto, Jim Sanderson, Mike Mathis; Absent: Sheila Smith
Business: Larry Allen, Jai Young Choi, Larry Spradley;
Absent: Alicen Flosi, Carl Montano
Education: Kimberly Chalambaga, Fara Goulas, Lula Henry, Bill Holmes,
George McLaughlin, Bernadette Moore, George Strickland
Engineering: Valentin Andreev, Hsing Wei Chu, Peggy Doerschuk, John
Gossage, Bernard Maxum, Mien Jao, David Read, Quoc-Nam Tran
Fine Arts and Communication: Kim Ellis, Kurt Gilman, Ann Matlock,
Sumalai Maroonroge, Nicki Michaelski, Zanthia Smith, Prince Thomas
Library: Rick Dyson, Jon Tritsch
Developmental Studies: Joe Kemble
LSCPA: Mavis Treibel

CALL TO ORDER

Faculty Senate President Peggy Doerschuk called the meeting to order at
3:00 p.m.

MINUTES

The October 1, 2003 Faculty Senate Minutes were approved as distributed
via the Internet.

PRESIDENT'S REPORT

1. Bill Holmes and Peggy Doerschuck attended the meetings of the Texas
Council of Faculty Senates and TSUS Council of Faculty Senates in
October. Twenty-nine schools were represented at the former meeting. Many of
them have experienced increased enrollments and are raising tuition.
Some reported cutbacks in summer programs. The largest reported faculty
merit increase was 2%. Texas A&M will be hiring 447 new faculty over
the next five years. The TCFS passed a motion recommending an
anti-discrimination policy for all public colleges and universities within the
state of Texas. Consideration of a similar motion with respect to the
components of the Texas State University System has been referred to the
Faculty Issues Committee. At the meeting with the Chancellor we raised
the concern over the increased cost of benefits. Other topics of
discussion included formula funding, anti-discrimination, and salary
inequity.

2. Elections of faculty to University committees have now been
completed. Thanks to those who conducted the elections: Education and Human
Development: Bill Holmes and George McLaughlin, Fine Arts &
Communication: Kurt Gilman and Ann Matlock, Arts and Sciences: Christine
Bridges-Esser and Mike Matthis.

3. Lula Henry will be Faculty Senate representative on the search
committee for the Director of Developmental Studies.

4. Construction of Cardinal Village III will begin next month. The
decision on whether to build a new cafeteria with a convenience store will
be made next week.

5. The Academic Master Planning Committee has received departmental
reports and faculty surveys re reorganization. Overall responses to the
faculty survey are as follows: Question 1: Do you think Lamar should
consider reorganization of the academic units? 54.3% yes, 27.2% no, 18.5%
undecided Question 2: Do you think your department or program should
be included in any university-wide reorganization? 32.7% yes, 54.3% no,
13.0% undecided. Recommendations have also been made for allocation of
the new faculty positions. The committee will meet on November 14 to
consider how to proceed.

6. Please remember to wear red and white on Red White and You Day
November 18 and attend the pep rally in the quadrangle from 11:30 to 12:30.

COMMITTEE REPORTS

Academic Issues: Terri Davis. The Committee is currently reviewing the
University Calendar and also data from the Fall 2003 survey on class
size. In addition, the committee is discussing issues concerning the make
up of the Curriculum Council and plagiarism.

Faculty Issues: Hsing Wei Chu. The Committee is currently reviewing the
tenure and promotion process, and the procedures concerning Workman
Comp. The nominations for Piper Professor have been narrowed to three.

Budget and Compensation: Ann Matlock. The Budget and Compensation
committee is working on the following issues: Faculty merit raise process:
The committee distributed a questionnaire to members of the Faculty
Senate and requested that it be returned after the meeting or by campus
mail this week. Faculty salaries: The Committee has met with Don Price of
Institutional Research to learn more about how the equity process is
working. While these equity raises are dependent upon funding, the
process seems to be proceeding on a schedule that would be completed in 3 -4
years. The committee is also discussing the idea of making equity an
ongoing process. Other items under consideration include a salary survey
of schools represented on the Texas Council of Faculty Senates, methods
for determining merit and promotion increases, and establishing a
"floor" for each rank. The Committee will be considering both national and
regional studies of faculty salaries as a basis for its
recommendations, and hopes to bring a proposal to the faculty senate in the very near
future.

Development and Research: George Strickland. The Faculty Development
Leave and Research Committee of the Faculty Senate met October 8, 2003.
There are ten Development Leave Applications on which they will be
deliberating for recommendations to the December 3 Faculty Senate Meeting.
The committee discussed the substance of a draft for a Policy on
Financial Incentives to Encourage Funded Research. Members had a diversity of
opinions. Primarily, it was concluded that each department probably has
a variety of needs for research. Some departments need release time;
others need working space, equipment, or graduate assistants to perform
satisfactory research. Several University faculty research models have
been mentioned by committee members and other faculty.

Distinguished Faculty Lecture: Dianna Rivers. Dianna thanked the
Faculty Senate and the DFL Committee for making this year's DFL event a great
success. The Distinguished Faculty Lecture was held on Monday, October
20, 2 003. Dr. Richard Harrel was the award winner and speaker. His
topic was "Environmental History of the Lower Neches River: From Clean to
Polluted to Recovering. The number of attendees at the lecture in the
Lamar University Theater was one of the highest at 505. The reception at
the Dishman Art Museum had 175 attendees, and there were 97 persons at
the dinner at the John Gray Library, 8th floor. Dianna thanked the
Committee members for their expertise, hard work, and commitment. The
Committee will meet next on Wednesday, November 12, 2003, for a follow-up
evaluation and begin planning next year's event.

Staff Appreciation Day: Mark Asteris. The proposed date for the next
Staff Appreciation Day is February 6, 2004. Mark reported to Senators on
last year's donations and meal prices. New meal considerations will be
presented shortly.

OLD BUSINESS

There was no Old Business.

NEW BUSINESS

Chris Bridges presented a motion in the form of a resolution (see
Appendix
I) in appreciation of Mark Asteris for his work as chair of Staff
Appreciation Day. The motion was seconded by Bernard Maxum and carried the
Senate unanimously.

OPEN DISCUSSION

There was no open discussion.

ADJOURN

The Faculty Senate adjourned at 4:47 p.m.

APPENDIX I

RESOLUTION

Whereas Mark Asteris has dedicated many years of service working to
plan and coordinate Staff Appreciation Day, and,

Whereas he has enhanced morale on the Lamar University Campus, and,

Whereas he has worked tirelessly to promote faculty and staff
relations,

Therefore let it be resolved that the Faculty Senate expresses its
gratitude for years of work with Staff Appreciation Day.