LAMAR UNIVERSITY FACULTY SENATE  
MINUTES FOR FEBRUARY 4, 2004  
  
ATTENDANCE  
  
Arts and Sciences: Rick Altemose, Christine Bridges-Esser, Donna Bumpus, Don Carey, Terri Davis, Alicen Flosi, Paul Griffith, Iva Hall, George Irwin, Martha Rinker, Dianna Rivers, Lee Thompson, Paul Nicoletto, Sheila Smith; Absent: Dave Castle, Roger Cooper, Jim Sanderson, Lee Thompson  
Business: Larry Allen, Jai Young Choi, Carl Montano, Quoc-Nam Tran; Absent: Larry Spradley   
Education: Fara Goulas, Lula Henry, Bill Holmes, George McLaughlin, Bernadette Moore, George Strickland; Absent: Kimberly Chalambaga  
Engineering: Valentin Andreev, Peggy Doerschuk, John Gossage, Bernard Maxum, Mien Jao, David Read; Absent: Hsing Wei Chu   
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.  
  
PRESENTATION  
  
Juan Zabala, Director of Alumni Affairs, provided information on the upcoming Lamar Alumni Reunion 2004 January 27 and 28. This is part of Red White and You, and also features a luncheon with President Simmons on the 28th for a cost of $13 per person.  
  
PRESENTATION  
  
Quincy Martin of Career Services provided information on the Corporate Leadership Conference to be held on Friday, April 16 in Sugarland, Texas. Criteria for nominations, due on March 6, 2004, are available in the Career Center office.  
  
MINUTES  
  
The December 3, 2003 Faculty Senate Minutes were approved as distributed via the Internet.  
  
PRESIDENT'S REPORT  
  
1. Enrollment. First day class enrollment for spring 2004 was 9,398 students, an increase of 6.6 percent over spring 2003, 18.8 percent over spring 2002, and 25.6 percent over spring 2001.  
  
2. Searches. Mr. Donald P. Carey, Instructor of English, Director of Lamar' s Writing Center, and Faculty Senator, has accepted the duties and responsibilities of Director of Developmental Studies and replaced Mr. Laird as of February 1st. Dennis Miller has been elected to replace Don on the Senate. Interviews for three candidates for a Dean of Library Services were completed last week. The search for a Dean of Education is currently at the phone interview stage.  
  
3. Status of chair evaluations. Evaluations of the Chairs of History, Psychology, Chemical Engineering and Accounting are now complete.  
  
4. Student Research. The 5th Annual Lamar Student Research Conference will be held on April 2 from 8:30 - 5:00 in the Education Building. Students interested in presenting their research or creative arts activity should submit their proposals by 2/20/04. Contact Dr. Kimberly Griffith for more information.  
  
5. Elections. Elections for University councils and committees will begin soon. I will be selecting senators to conduct the elections this month.  
  
6. Faculty Development. Valentin Andreev and Rick Altemose will be on a team of five faculty members who will attend the Council on Undergraduate Research Institute workshop entitled The Vital Faculty: Issues after Tenure on March 5-7, 2004. The workshop will focus on creating or modifying current faculty development programs to promote the development of post-tenure faculty.  
  
7. TCFS. The Texas Council of Faculty Senates spring meeting will be held in Austin on February 20-21. Kurt Gilman will represent Lamar at the meeting.  
  
8. Board of Regents Meeting. The Board of Regents will meet at Lamar on February 26 and 27.  
  
9. Campus Safety. Several measures are being taken to increase security on campus. This includes upgrading the existing lights on campus with reflective caps and halogen bulbs that will provide more light and installing security cameras around campus. Other measures are being considered as well. If you have any suggestions as to how security on campus can be improved, please let me know.  
  
10. Salary Increases. It is possible for a faculty member to get an increase besides those specified for merit and equity if the chair and dean make a case to the administration that it is necessary and in the university's best interest to grant the increase in order to retain the faculty member. The money for such raises is not taken from the merit pool or the equity pool.  
  
11. The Faculty Senate now has an office in Maes 102, Second Floor. Bonnie Kelinske is our staff assistant. Bonnie will be working on Mondays and Thursdays from 11 to 4. The office phone number is extension 8112.  
  
  
COMMITTEE REPORTS  
  
Academic Issues: Terri Davis. No report. The committee meets this month with a full agenda to consider.  
  
Faculty Issues: Hsing Wei Chu. No report.  
  
Budget and Compensation: Ann Matlock. The Committee reported on the following issues:  
1. Merit Raises: The results of the merit pay survey were distributed to the Senate members. Based on the results of that survey, the committee suggested the need for communication between chairs and faculty concerning total salary increase for each faculty member, merit ranking, the amount and percent of the merit raise, ranking (without names) of other faculty in the department, amount of salary increase due to equity, and the amount due to promotion.   
2. Equity: The committee agreed that there is a need for a permanent elected, standing Lamar University committee, under the office of the Executive Vice President for Academic Affairs, which would review faculty salaries every three years for equity. This was presented as a resolution (See under “New Business”).  
3. Salary increases for overloads and for adjunct instructors: A salary increase of $3000 for overloads was voted by the senate some time ago, and has been brought up with President Simmons. He promised some improvement beginning next fall. The committee also discussed adjunct pay but came to no conclusion. They will discuss this and other related issues next when the committee meets with Mike Ferguson. The committee will also poll the senate to learn what support each of these issues has.   
  
Development and Research: George Strickland. George announced that the following have been funded for development leaves:  
  
Kakoli Bandyopadhyay: Modification of an existing form of the Technology Acceptance Model (TAM) and apply the modified model to examine technology acceptance by Indians of their Prepayment Metering Systems.  
  
Roger Cooper: In conjunction with the United States Geological Survey (USGS) and the Big Bend National Park (BBNP), to begin re-mapping the Big Bend National Park.  
  
Dale Daniel: Resolve certain theoretical questions regarding the existence of cycles in networks that underlie and are directly applicable to the understanding of traffic flow, circuit design, and computer processing.  
  
Steve Hodges: Combine current reading in process philosophy, particularly the works of Henri Bergson, with studio praxis in order to produce a body of work which would represent a recapitulation, and a broad retrospective view of Steve Hodges’s personal creative history reinterpreted in the present.  
  
Pamela Saur: Conduct primary research in Vienna and Austria on the works of nineteenth century Austrian writer Ludwig Anzengruber.  
  
Distinguished Faculty Lecturer: Dianna Rivers. The committee is now seeking nominations for the October 18, 2004 lecture. For details and criteria contact Dianna.  
  
Staff Appreciation Day: Mark Asteris. Staff Appreciation Day will be on February 20, 2004, and Mark will e-mail senators and faculty soliciting volunteers for the week of the event.  
  
OLD BUSINESS  
  
Rewording of anti-discrimination motion. After providing background information on the history of the suggested changes, David Read made a motion to approve changes distributed to the senate. Chris Bridges seconded the motion, and after accepting a friendly amendment concerning wording, the motion carried (see Appendix for complete text).   
  
NEW BUSINESS  
  
Ann Matlock moved adoption of a resolution on establishing a standing university committee on equity. The motion was seconded by Dianna Rivers. After discussion, it was moved by Paul Nicoletto and seconded by Fara Goulas to table the resolution. This motion passed.  
  
Faculty Senate President Peggy Doerschuk announced the appointment of Bonnie Kalinsky as administrative assistant to the Faculty Senate. Bonnie’s office is located in Maes 102. Her extension is 8112 office hours are Monday and Thursday between 11:00 a.m. and 4:00 p.m.  
  
OPEN DISCUSSION  
  
There was no open discussion.  
  
ADJOURN  
  
The Faculty Senate adjourned at 4:35 p.m.  
  
  
APPENDIX (document changes in italics)  
  
1. Nondiscrimination: It is the policy of Lamar University - not to discriminate on the basis of non-relevant criteria including, but not limited to, race, color, religion, sex, national origin, age, mental or physical disability, or veteran status in its educational programs, activities, admissions, or employment practices.  
  
2. Equal Employment Opportunity and Workforce Diversity: In regard to employment, it is the policy of the University to insure equal employment opportunity to all individuals. This means that the University will seek to insure by all means at its disposal that all prohibited discriminatory conditions in employment are eliminated and that employment policies do not operate to the detriment of any person on the grounds of non-relevant criteria including, but not limited to, race, color, religion, sex, national origin, age, mental or physical disability, or veteran status. The University will also insure that the practices of those responsible in matters of employment and supervision are nondiscriminatory, and further, that the University will take affirmative action to recruit, employ and promote, qualified members of under utilized groups. This policy is extended uniformly to the employment of all individuals.