LAMAR UNIVERSITY FACULTY SENATE
MINUTES FOR March 3, 2004

ATTENDANCE

Arts and Sciences: Rick Altemose, Donna Bumpus, Don Carey, Terri Davis, Alicen Flosi, Paul Griffith, Iva Hall, Martha Rinker, Lee Thompson, Paul Nicoletto, Sheila Smith; Absent: Dave Castle, Jim Sanderson, Lee Thompson, Steve Zani; Absent: Christine Bridges-Esser, Roger Cooper, Dianna Rivers, George Irwin
Business: Jai Young Choi, Larry Spradley, Celia Varick; Absent: Larry Allen, Alicen Flosi, Carl Mantano
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,; Absent: Bernard Maxum, Mien Yao, David Read
Fine Arts and Communication: Kurt Gilman, Ann Matlock, Sumalai Maroonroge, Nicki Michaelski, Zanthia Smith, Prince Thomas; Absent: Kim Ellis
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

Janice Trammell, director of development, made a presentation about the University’s plan for a comprehensive campaign. She shared information about the processes that will be implemented to identify university needs, and distributed a sample gift table and how the table will be implemented. She stressed that the University is in the “silent phase” of the campaign and that planning is critical to the campaign’s success. Ms. Trammell also encouraged faculty to work through their academic departments to identify needs.

MINUTES

The February 4, 2004 Faculty Senate Minutes were approved as distributed via the Internet.

PRESIDENT'S REPORT

1. New Senator. We have a new Senator to replace Jim Sanderson: Emma Hawkins, Associate Professor in English and Foreign Languages. 2. Salaries A salary increase of 2 % was made effective spring 2004 for adjunct pay and overloads. 3. Actions by Board of Regents at its February meeting include:
- accepted resignation of Chancellor Ubanowski. He will be vice chancellor for construction and planning and head of the TSUS Foundation. The Board will hire an outside consultant to look at the system structure. They are considering changing from a confederate structure to a strong chancellor structure wherein TSUS university presidents would interact with the chancellor and not directly with the board.
- authorized to change name of Department of Geology to Department of Earth & Space Sciences, changed the degree requirement for the BS in Geology, and added a minor in Space Science
- authorized President Simmons to enter into a performance contract re energy upgrades that should save about $1.3 million per year in energy costs
- authorized Lamar University to add women's softball, subject to getting financial support 4. Status of Searches - Dr. Christina D. Baum has been appointed Dean of Library Services. On-campus interviews of four candidates for the Dean of Education slot will begin shortly. 5. Grades. Student grades will no longer to be mailed out effective spring but will be available via the Web. 6. ID's - Student ids will no longer bear the student's social security number. Instead of the social security number, each student will be assigned a unique id number. The change will take place during spring break. New ids will not be issued automatically to replace existing ids. Students who want a new id will have to apply for one and pay a $5.00 fee. 7. Telephone. In the future, in order to make long distance calls, one will need a code. This may be implemented over spring break. 8. Safety. President Simmons now holds a security meeting every Monday morning. We will begin installing cameras soon, starting in the dorms. Blue lights on the emergency phones will be kept on at night and blink when pressed. Police now check all the emergency phones every 2 or 3 days. One is currently not operational because of a wire cut during construction; it is now covered. The administration is also considering putting locks on dormitory doors and locking exits at midnight. Pairs of students equipped with radios will begin patrolling campus from 3 P.M. until midnight, mainly in the parking lots. Additional lights are being installed building by building. 9. Scholarships and mentoring- Some $500 scholarships available for first generation students who are BISD graduates and have a GPA of 2.5 or higher. Students who are interested in applying should contact Admissions as soon as possible because selections will be made on 3/15. For more information contact Jim Rush or Madeline Hunt. There is a new first generation student organization named G Force that will provide mentoring for students. Contact Judy Mann for more information. 10. Committees: Some changes are being made to the membership of the University Curriculum Committee. Faculty members of the committee must be tenured and have rank of at least assistant professor; in addition, the membership is being expanded to allow proportional representation of faculty from each college , Developmental Studies, and the Library. (A&S - 6; Business - 2; Eng - 3; FAC - 3; Dev Studies - 1; Library - 1) 11. Evaluations of Deans. During the fall, Deans Brenda Nichols (A&S) and Jerry Bradley (Graduate Studies) will be evaluated. Procedures are set forth in Appendix M of the Faculty Senate Handbook. I will be appointing a Senator from A&S and one from Graduate Studies to work with Kevin Smith in organizing the Administrator Review Committees. 12. Elections
- Elections of faculty representatives to University committees will be conducted by the following senators: A&S - Christine Bridges-Esser and Terri Davis Engineering - Valentin Andreev and David Read Business - Larry Allen and Celia Varick Education - Bill Holmes and George Strickland Fine Arts & Communications - Prince Thomas and Kim Ellis Developmental Studies - Joe Kemble Library - Rick Dyson and Jon Tritsch
- We must elect Senate representatives for the following University committees at our April meeting: Academic IT - Fall 2004 - Summer 2005 to replace Carl Montano Continuing Ed - Fall 2004-Summer 2005 to replace Celia Varick Curriculum Council - Fall 2004 - Summer 2005 - to replace David Read Judge Joe J. Fisher Lecture Series Committee - Fall 2004 - Summer 2005 - to replace Valentin Andreev University IT committee to replace David Read
Report on TSUS and TCFS meetings: Kurt Gilman

REPORT TO FACULTY SENATE ON TSUS AND TSUS MEETINGS ON FEBRUARY 20 &21, 2004: Kurt Gilman
TSUS
During the TSUS schools caucus:

The text of the discrimination statement will be left to each school, but all were pretty much in agreement along the lines of our suggestions as per the approved changes from our last senate meeting.

Each school stated their full load contact hours, and 12 seemed the most prevalent.

Meeting with Chancellor Urbanowsky, and EVPAA Cray Craft
A joint select committee of the state legislature is currently meeting to discuss tuition increases in the various universities and colleges statewide.
The Governor’s Executive Order issued on December 15, 2003, requires statewide accountability. the re will be a standardized list containing 50 measures to be adhered to.
The Texas A & M and U T Systems will be audited because of their tuition increases.
The designated amount of increase is $46.
There may be an April session of the Legislature concerning additional funding. However, this additional funding will not be for Higher Education. Cray Craft said to watch for hidden agenda items added by our Governor.
This Spring tight budget conditions still exist.
Concerning ORP: each institution decides what it can afford for an increase, usually within 6-8%.
The Chancellor reported that statistics indicate that tuition increases have not so far affected enrollment. However, Cray Craft suggested that next year may be different if financial aid goes down.
Concerning Formula Funding (question posed on behalf of Peggy Doerschuk): this will continue, mainly because the Coordinating Board remains strongly in favor of this procedure. However there is strong opposition (universities and colleges) to the new formula which would result in a $6 million change in allocations. Agricultural and Education programs would benefit the most. Universities like Lamar would see a heavy loss in Engineering and Nursing with this formula, as those funds would be transferred to Education.
Hold Harmless funds, which amount to about 3%, go away in 2006.
Be on Time policy. Students can borrow tuition money from the state, and if they graduate in 4 years with a 3.5 or better average, the loan is forgiven. If they don’t fulfill their obligations, the % payback is 10%. After 2 courses universities can charge out-of-state tuition. I they transfer after taking any class twice, the institution they transfer to has the option of collecting out-of-state tuition. Q & W grades do not count-only two completions of the course.
Post Tenure Review for Deans and Chairs: only if they return to classroom teaching. Some questions about teaching one course.
Enrollment crisis at big university: UT Austin had 22,500 applicants for 7000 slots.
There will be no restructuring of the Regents, as they are appointed by the Governor. However, there is some discussion about instituting a Chancellor system of reporting to the Regents (for TSUS). This would result in:
-more expense=more in system office
-Presidents would answer directly to the Chancellor.
We are the only ones with the current system.
It appears that SFA and Midwest Universities could be added to TSUS.
It is questionable whether the Legislature will continue Institutional Enhancement Funds.
TCFS
Roundup Reports and discussion. Kurt Gilman presented ours, which elicited no responses. During the Saturday morning Business Meeting, Kurt presented the results of two surveys, one on merit raise and promotion, and one concerning Faculty Senate staffing, offices, and release time for officers. There was interest in these findings, and these survey results will be posted on the TCFS web site.
Out of the Roundup Reports came an interesting development at Sul Ross State University in Alpine.
In the Business Meeting:
All institutions were encouraged to create a link on their respective web sites to the TCFS site.
A law that went into effect on January 1 requires a central location (like the library) for the Executive Officer’s line-by-line accounting of their institution.
There was a resolution passed concerning web-based courses and enrollment caps, and this is to be e-mailed to each faculty senate president.
One of the universities is doing a survey on shared governance systems. Each institution will respond via an entrance code. The results will be posted on the web.

COMMITTEE REPORTS

Academic Issues: Terri Davis. See under “New Business” concerning proposed changes to the Faculty Handbook section III.5

Faculty Issues: Hsing Wei Chu. The committee noted a correction in wording from the December, 2003 Faculty Senate Minutes and the minutes will be corrected accordingly.

Budget and Compensation: Ann Matlock. The Committee reported on the following issues:
1. Merit Raises: A resolution concerning annual salary increase information given to faculty will be presented under “New Business”.
2. Equity: The resolution on equity presented to the Faculty Senate at the February meeting has been rewritten and will be presented during this meetings “Old Business”.
3. Salary increases for overloads and for adjunct instructors: The committee met with Mike Ferguson, who was very helpful and informative. The discussion was wide ranging. Committee members were told that adjunct faculty would be given a 2% pay raise, the same amount that was given to staff this year. Overload pay should also be increased by 2%, and both pay raises should be in March checks. Dependent upon future funding, pay raises in these two categories should continue in the future.
4. Other Business: The committee requested information about adjuncts who have had their pay decreased or their load increased for the same pay. Mr. Ferguson has been given specific examples of this problem, and if this situation is present in other faculty, it should be brought to the attention of the committee.

Development and Research: George Strickland. The committee has asked George, Carl Mantano, and Rick Altemose to consult with Dr. Doblin on March 22 at 3:15 p.m. concerning, primarily, their input to finalize a university funded research policy.
Distinguished Faculty Lecturer: Dianna Rivers. No report.

Staff Appreciation Day: Mark Asteris. No report.

OLD BUSINESS

Ann Matlock moved, with a second by Valentin Andreev, to removed the previously tabled resolution concerning equity. After a friendly amendment the resolution passed (see Appendix A).

NEW BUSINESS

Ann Matlock moved adoption of a resolution, seconded by Terri Davis, on merit raises. After two friendly amendments, the motion passed (see Appendix B).

Terri Davis, seconded by Jon Tritsch, moved approval of proposed changes to the Faculty Handbook section III.5 concerning appointment or election to university councils and committees. The motion carried (see Appendix C).

Larry Spradley, seconded by Valentin Andreev, moved a resolution concerning Faculty Senate tenure on elected committees. The motion carried.

OPEN DISCUSSION

There was no open discussion.

ADJOURN

The Faculty Senate adjourned at 5:00 p.m.

APPENDIX A

Whereas Lamar University has demonstrated a commitment to correct the salary inequities, both internal and external, that have existed in the past,
And whereas this correction has substantially improved the fairness of the salary distribution for Lamar Faculty,
Be it resolved that the Faculty Senate supports the establishment of a permanent standing committee, elected, and under the direction of the office of the Executive Vice President for Academic Affairs, whose task it will be to oversee the evaluation of Lamar faculty salaries for equity every three years and to make recommendations on changes to salaries as well as to the process of evaluation of faculty salaries for the purpose of equity.

Appendix B

Whereas Lamar University has an established policy on faculty merit raises,
Whereas the annual survey of the faculty senators continues to reveal deficiencies and unevenness in the application and knowledge of the merit policies by different departments,
Be it resolved that the Faculty Senate insists that part of the merit process should be a written statement from the chair to each faculty in the respective departments that includes, but is not limited to, the following information:
-The total salary increase for the faculty member
-The merit category of the faculty member (high merit, merit, low merit, no merit)
-The amount and percent of the merit raise. (The amount of the merit raise must directly reflect the ranking earned by the faculty member as shown on the F2.08 form in accordance with the departmental procedure for merit raises, as posted on the Lamar University web page, departmental procedure for merit raises)
-The new category and raises (in % form or $ form, according to whether the policy of individual departments is a fixed % by category or a fixed $ amount by category) of the other faculty in the department (without names), so that faculty members can see how they compare to others in the department
-The amount of salary increase due to equity
-The amount of salary increase due to promotion

Appendix C

Faculty handbook, Chapter III, Advisory Organizations, Section 6.
Addition: III6.7. In the event a council or committee vacancy occurs prior to January 1 of the year the elected member’s term is to expire, a replacement member shall be selected by the election procedures set forth in Sections 6.1-6.5 above. Vacancies occurring after January 1 of the year the term is to expire shall be filled by a majority vote of the Faculty Senators from the College in which the vacancy occurs. In the event of a tie vote, the President of the Faculty Senate shall cast the tie breaking vote.