LAMAR UNIVERSITY FACULTY SENATE
MAY 5, 2004

ATTENDANCE (Including newly elected Senators)

Arts and Sciences: Rick Altemose, Sandy Brannon, Donna Bumpus, Roger Cooper,
Terri Davis, Dianna Rivers, Iva Hall, George Irwin, Paul Nicoletto,
Sheila Smith, Make Mathis, Steve Zani; Absent: Christine Bridges-Esser,
Dennis Miller, Dave Castle, Paul Griffith, Martha Rinker, Lee Thompson, Emma
Hawkins, Martha Rinker;

Business: Larry Allen, Carl Mantano, Larry Spradley; Absent: Jai Young Choi,
Alicen Flosi, Celia Varick;

Developmental Education: Joe Kemble;

Education: Kimberly Chalambaga, Fara Goulas, Lula Henry, Bill Holmes,
George McLaughlin, George Strickland; Absent: Bernadette Moore;

Engineering: Valentin Andreev, Hsing Wei Chu, Peggy Doerschuk, John Gossage,
Quoc-Nam Tran, Bernard Maxum, David Read; Absent: Mien Jao;

Fine Arts and Communication: Kurt Gilman, Ann Matlock, Sumalai Maroonroge,
Prince Thomas, O'Brien Stanley, Kurt Dyrhaug, Jeff Wisor; Absent: Kim Ellis,
Nicki Michaelski, Zanthia Smith;

Library: Rick Dyson, John Tritsch;

LSCPA: Mavis Treibel

CALL TO ORDER
Faculty Senate President Peggy Doerschuk called the Senate to order at 3:00
P.M.

APPROVAL OF MINUTES
Minutes from the April 7, 2004 meeting were approved as distributed by
e-mail.

PRESIDENT'S REPORT
1. Students voted for a new Recreational Sports facility by a vote of
about 90% in a large turnout.
2. The cafeteria will be ready in December. It is to be financed from
food service revenues.
3. Long Range Planning - The architects made a presentation on the Long
Range Plan to Faculty and Staff yesterday. Regents will look at plan in the
summer, and by the August Board meeting the facilities master plan will be
completed. It includes more parking, enhanced green spaces, a new visitor
center at MLK and E. Lavaca, new classrooms, plans to locate the police and
post office in the renovated dining hall, and enlarge Rolph Christopher to
two lanes with a median, a new administration building by the John Gray
Center, and potential sites for more new academic buildings.
4. Dr. Hollis Lowery-Moore, Associate Dean of the College of Education
and Applied Science at Sam Houston State University, will be joining Lamar
University on August 16 as our new Dean of the College of Education & Human
Development.
5. The Campus Survey of Needs Committee will be meeting on May 12 to
begin considering needs identified across campus. The Ad Hoc Committee on
Faculty Senate Campus-wide Needs will present its recommendations under new
business.
6. President Simmons' priorities for next year are (in order):
- merit increases and equity increases for faculty, driven by more
increased enrollment
- new positions
- scholarships to shore up decreased endowments

COMMITTEE REPORTS
Academic Issues: Terri Davis. The committee began reviewing information from
a report by Institutional Research containing many items, and concluded that
many things need to be added. Terri will list these and asked for assistance
with pertinent data.
Faculty Issues: Hsing Wei Chu. A motion to remove the need for external
reviews from the F2.08 will be presented in New Business.
Budget and Compensation: Ann Matlock. Adjunct Faculty course assignments:
The committee discussed the question brought before the Senate April 7, 2004 by
Mike Mathis, who was concerned about adjunct faculty who are teaching courses
in which more than one section of a class is combined. It was the sense of the
committee that adjunct faculty should examine such issues before agreeing to
teach. They have, it was pointed out, more time to do so than full time faculty. Teaching multiple sections at the same class time is the practice for full time faculty in the department in question, and not just a situation for some adjunct instructors. In fact, more sections are often assigned to full time faculty. This was done to make sure that the class has enough students to fill the class, and to allow a small faculty to teach a class often enough to permit students to take required courses. The committee did not feel that
the Faculty Senate should interfere with this practice unless it was also felt to be a problem by full time faculty as well as some adjunct faculty. The practice of teaching multiple levels of the same subject is the practice in Art and Political Science, and may occur elsewhere in the University. Adjunct and Overload Pay: This issue was first studied by the committee and brought up in a meeting with Dr. Simmons and Dr. Doblin in the fall. It was brought to the attention of the committee that some overload salaries and some adjunct salaries had dropped for teaching classes that meet for 3 contact hours, but are worth only 2 hours of credit. Dave Castle researched the issue and reported that "Steve Doblin sent a notice to the Deans about adjunct pay on April 19. He says that effective with this spring 2004 semester, adjunct and overload base pay has been raised to $2040 for each 3-semester course (a 2% pay increase). That works out to $680 per semester hour ($2040 divided by 3)." This would mean that a two credit hour class that meets three contact hours would be paid at $1360. When this is a reduction in pay, the committee sees it as a problem. Valentin Andreev has suggested other problems with the
policy. When the executive committee met with Dr. Simmons and Dr. Doblin we
explained what we saw was a problem that hurt faculty morale. We were promised that
the policy would be reexamined.
Development and Research: George Strickland. George thanked all members of
the committee for their diligent work during the 2003-2004 session.
Distinguished Faculty Lecturer: Dianna Rivers. The DFLAC met on Wednesday,
April 14, 2004, and selected this year's winner of the award. The committee
thanks all who submitted names for nominees, and those faculty nominated who
submitted their excellent applications. However, the committee could only select one winner. The topic of this year's winner is: "Politics and Dissent: The U. S. Constitution in Times of Crisis." The winner, who will present the lecture next fall on Monday evening, October 18, 2004, is Dr. Terri Davis, from the department of Political Science. The event is again sponsored by Entergy Texas. It is our 18th annual event. This year the lecture will start at 7:30 PM-earlier than in past years-in order to be more convenient for the community and similar to starting times for other events. Dianna thanked the
committee members for their diligence with the committee's responsibilities, including duties to be carried out this summer and next fall. The faculty members of the committee include: Dianna Rivers, Larry Allen, Kim Chalambaga, Kurt Gilman, Celia Varick, and Steven Zani.

OLD BUSINESS

Election of Senate Representatives for the following University committees:
- Curriculum Council - Fall 2004-Summer 2005 to replace David Read: Paul
Nicoletto was elected.
- University IT committee to replace David Read: Alec Matheson was elected.

Proposed amendment to bylaws re elections: Motion passed, with amendment, by
the Senate. Motion as passed is included as Appendix A.

Proposed amendment to bylaws re inclusion of adjuncts: Motion withdrawn by
Mike Mathis.

NEW BUSINESS

Proposed policies for tenure and promotion: Motion by Dianna Rivers passed -
See Appendix B.

Proposed Incentives for Research: The Senate passed a motion made by George
Strickland on behalf of the Faculty Development and Research Committee to
approve the latest draft of the proposed incentives dated 3/22/04 that was
emailed to Senators on 4/14/04.

Report on CUR Institute: Motion by Rick Altemose to support in principle the
Office of Faculty Development and the program of supported leaves for
tenured faculty described in this report was passed.

Report on Faculty Development Needs for University campaign: A summary
proposal containing recommendations by a Senate ad hoc committee will be presented to
Henry Venta, Chair of Survey of Needs Committee, by Peggy Doerschuk,
President of the Faculty Senate. After discussion, a motion by Valentin Andreev,
seconded by Mike Mathis, to support this initiative in principal, was
passed. Final draft of proposal documents will be distributed to Senators via e-mail
soliciting comments.

OPEN DISCUSSION/COMMENTS
No discussion/comments.

ADJOURN 2003-2004 Senate
The 2003-2004 Senate adjourned at 4:15 p.m.

ELLECTION OF 2004-2005 Officers
The slate of officers for the 2004-2005 Senate presented by the Senate
nominating committee was elected by acclamation. The new officers are: Bill
Holmes, President, Dianna Rivers, Vice President, and George Strickland,
Secretary.

APPENDIX A - Modification of the Faculty Senate Charter re Elections

Current:
Section 1.4, penultimate paragraph:
Each Academic College shall elect a minimum of two senators, and additional
senators not to exceed 12 percent of each College's full time faculty
computed to the nearest whole number. The Library faculty shall elect two
senators. The Developmental Program shall elect one senator.

Proposed Modification As Adopted:
Each Academic College shall be represented by at least one at-large senator,
together with a number of other senators that normally should not exceed 12
percent of the College's full time faculty computed to the nearest whole
number. Each Department within a College shall be represented by a senator
elected by the voting faculty of that Department and chosen from the
eligible faculty of the College containing the department. Any department
with 13 or more faculty members shall elect 2 senators. Each College shall
have at least the departmental senators and one at-large senator. If any
additional senators are required in order for a College to achieve its 12
percent representation, then the additional senators shall be elected as
at-large senators by the faculty of the College. The Library faculty shall
elect two senators. The Developmental Program shall elect one senator.

APPENDIX B - Resolution pertaining to Proposed New Policies Related to
Promotion to Professor, document dated March 23, 2004, p. 2 #8

Whereas, the Faculty Senate has already voted down the proposed External
Review for promotion to Professor;

Whereas, all Department, College, and University Committees for Promotion and
Tenure already successfully review each applicant for promotion to professor
based on the appropriate Lamar University criteria;

Whereas, no concerns with the present processes or procedures of the
department, college, and university committees have been raised;

Whereas, limited funding for research and scholarly activities already makes
it difficult for faculty to achieve the current standards for promotion;

Whereas, the number of proposed external reviewers must be at least three,
with no more than half chosen by the candidate, the candidate is allowed to
select only one of the three reviewers, assuming that 1 ½ persons is a
physical impossibility;

The Faculty Senate, for the third successive vote, resolves that the existing
procedure without external review for Professor be maintained and not changed.