Faculty Senate Meeting
May 2, 2007
Call to Order 3:06 p.m.

Attending: Arts and Sciences: Valentin Andreev, Nancy Blume, Christine Bridges, David Castle, Emma Hawkins, Mary Kelley, Kikyoo Koh, Mike Matthis, Down Owen, Dianna Rivers, Jeremy Shelton, Sheila Smith, Randall Terry, Steve Zani Business: George Kenyon, Celia Varick Education: Kim Chalambaga, Lula Henry, Barbara Hernandez, Bill Holmes Engineering: John Gossage, Bernard Maxum Fine Arts and Communication: Kurt Dyrhaug, Kurt Gilman, Ann Matlock, Nicki Michalski, Zanthia Smith, Randall Wheatley Library: Theresa Hefner-Babb, Jon Tritsch Developmental Studies: Umporn Tosirisuk Lamar State College-Port Arthur: Mavis Triebel

Not Attending: Arts and Sciences: Rick Altemose, Dale Daniel, Terri Davis, Kenneth Dorris, George Irwin, Jim Love Business: Kakoli Bandyopadhyay, Soumava Bandyopadhyay, Jai Young Choi Education: Bernadette Moore, Mary E. Wilkinson Engineering: Malur Srinivasan, Brian Craig, Mien Jao Fine Arts and Communication: Sumalai Maroonroge

Special Presentation: Valentin Andreev presented retirement recognition to David Read. Dr Doblin was present for the awarding of the retirement gift. Dr. Read was given a standing ovation.

Approval of Minutes: Dianna Rivers moves to accept. Bill Holmes seconds the motion. The minutes are approved.

Staff Appreciation Day: Mark Asteris
o 106 people donated an average of $24 a piece for a total of $2555.00
o attendance was higher than it has been in a while
o costs were $1130.47
o we cannot do an endowed scholarship unless we have $15000 to put in the account
o we can do something with what we have using the 7000 plus 1400 left over from this year but we would deplete that fund quickly
o we can solicit donations and let people know that we are working toward a scholarship fund for the future—this information should be on the letter
o Mark is meeting with the foundation people next week to discuss further plans and options.
o We should keep some money in the account to address expenses that arise before the SADL

Bill Holmes
o Search Committee for Dean of College Of Graduate Studies
o The request has been made to Dr Doblin for an interim dean
o QEP workshop will be held soon. If you have feedback about the plan, let either Bill Holmes or another committee member know.
o This committee will meet in Atlanta on June 9-11.
President’s Report: Kurt Gilman

o Elections are pretty much done. Thanks you to all Senators who ran those elections.
o John Gossage’s committee made a series of suggestions about orientation for new faculty and Dr Doblin and I reviewed those suggestions. There may be an orientation implemented this fall.
o Kurt Gilman will be attending a faculty development workshop in the summer.
o An On Line Course Evaluation (OCE) committee is being set up to review this process.
o Voluntary Modification of Employment (VME) has been extended.
o There is a new memo about hiring policies being circulated by Dr Doblin to the Deans.
o Thank you to all of the senators who have participated in our process of shared governance this year. A special thank you is due the committee chairs that had to deal with a variety of issues. The at-large members of the executive committee were invaluable.
o Jan Ray is our new secretary in the senate office. Unfortunately she is ill today and that is why the new rosters are not ready. Please check your name and email on the sheet at the front so we can make sure the roster is correct for fall.

Academic Issues: Jeremy Shelton
o We are still working on crunching the numbers on the faculty surveys about the on line course evaluations.
o The student surveys were delayed until after this period.

Faculty Issues: Lula Henry
o We are contacting the parking issues committee and referring some concerns to them.
o We are still looking into the hiring processes.
o We are looking at the US Professor nomination process for next year.

Research and Development: John Gossage
o We were asked to look into the evaluation of faculty members who have taken leaves. We believe that because the leave does not cover an entire calendar year, the chairs should be instructed to base the evaluation on the half of the year for which the faculty member is on campus. This both avoids setting up a new bureaucracy and addresses the issue.

Budget and Compensation: Ann Matlock

o The Budget and Compensation Committee of the Faculty Senate met on April 11/2007, with all members present. We discussed the study that we have made of FY2007 changes in administrative salaries and positions. The committee agreed that this information should be shared with the Faculty Senate Executive Committee, the administration, and the Faculty Senate. The committee also discussed our response to the report and these concerns are summarized below. Documents summarizing our findings have been distributed to all faculty senators.
o The need for the raises that we studied was not discussed. However, we did agree on concerns that result from an overview of these raises, especially when they are compared with the merit and equity raises for faculty, and a perceived need for new faculty positions.  Since then, our report was also discussed by the Executive Committee of the Faculty Senate and it was sent to the administration, along with a copy of our spreadsheet, as background. On April 25, 2007 the Executive Committee had a regularly scheduled meeting with the President and Provost. At that meeting, the administration presented a detailed response to the findings of the Budget and Compensation Committee.
o The committee would welcome, and has requested, a written critique of our findings so that we can study it and make changes, as needed, in our report. We hope to have this information in time to present our response to the Faculty Senate in the early fall. The figures and conclusions attached to this report do not yet reflect the views of the administration on this matter.
o In general, the administration has pointed out that some of the “new” administration positions do not represent new hires, but reflect title changes of people already working in the administration. For instance, in at least some cases, persons promoted to Director from a position of Assistant or Associate Director, were not replaced at the lower rank. In addition, some raises reflect a change from a 9 month contract to a 12 month salary, or new additional responsibilities. Staff salaries are also evaluated regularly for equity, and equity raises are made as necessary,to keep good staff at Lamar.
o The following is a summary of the conclusions and concerns of the Budget and Compensation Committee about the study that we made of changes in FY07 administrative salaries:
o The Budget and Compensation Committee of the Faculty Senate met on April 11, 2007. Most of our discussion concerned the results of an analysis of recent changes in administrative salaries. We compared the number of new administrative positions created in a five year period to the faculty positions created during the same period. We also looked at total expenditures for faculty and administrative salaries and the administrative salary increases in FY2007. A summary of these findings, along with the supporting data, is included with this report.
o There is consensus on the committee that the results of our study raise a number of concerns. While the committee recognizes that the current administrative pay increases cannot be changed, we do think that substantially more funds should be allocated to faculty merit and equity raises in the next budget. It is also strongly felt that new faculty lines need to receive a larger share of the budget.
o The study shows that over the last five years there has also been an increase in administrative salary lines out of proportion to the increasein faculty positions. In addition to the new positions that we studied, there also seems to have been an increase in staff that the committee should consider later. It was also noted that the numbers that were used to examine the faculty lines include recently retired professors, who are only teaching part time. If these positions were dropped from the study, the number of new faculty lines for full time tenured or tenure track faculty would be even smaller. The committee is also concerned to know if gender and ethnic equity is being maintained in these new administrative raises.
o The committee expects that a trend of pay raises outside of the equity process will not continue, and we hope that administrative raises will be kept to a percentage that does not exceed that of the merit pool. We welcome any additions or corrections to our study.

Distinguished Faculty Lecturer: Steve Zani
o Dr. Lee Thompson will provide the lecture on Oct 22. The subject is British and American efforts against terrorism.
Old Business
o None

New Business
o The Senate should consider a resolution requesting updated budget information. It can be worked on next year.
o Berne Maxum thanks the senate for their work on the VME, which he is going to use to work on research. He had applied for several leaves, which were rejected, to further investigate issues raised by his book about field mathematics by the University of Colorado. In addition, he was asked to revise his book into a supplemental text for electromagnetics. He will use the VME to take advantage of those opportunities.
o The CID may try to weaken the VME, so we need to watch for that.
o Be aware that if the chair and dean don’t want to do it, it does not matter how meritorious your leave application is. Therefore, the senate should look at how that can be overcome.
o The senate is working on the OCE situation, and we need to keep on top of that.
o The faculty issues committee should continue looking at national faculty awards.

Comments
o If you are part of next year’s Senate, please remain because the new senate needs to elect officers.
o Kurt Gilman reviewed the goals he presented at the first meeting of the year.
o Work on salaries is coming along well.
o Development has made great strides.
o Communication with the administration has been effective and that has led to fewer resolutions as we discuss and work together with them.

John Gossage moved to adjourn. Valentin Andreev seconded. The meeting was adjourned at 4:29.

New Senate Convenes 4:30 p.m.

Attending: Arts and Sciences: Lloyd Daigrepont, Steve Zani, Mary Kelley, Mike Matthis, Mary E Wilkinson, Sheila Smith, Rose Harding, David Castle, Jeremy Shelton, Dianna Rivers, Emma Hawkins Fine Arts and Communication: Kurt Gilman, Ann Matlock, Nicki Michalski, Zanthia Smith Education: Bill Holmes, Elvis Arterbury, Janiece Buck, Kim Chalambaga Engineering: John Gossage Library: Sarah Tusa

Not Attending: Arts and Sciences: Kenneth Dorris, Kyehong Kang, Ray Robertson Fine Arts and Communication: Monica Harn Education: Fara Goulas, Joel Baron Business: Somava Bandyopadyay, Jai Youn Choi Engingeering: Selahattin Sayil, Brian Craig, Che-Jen “Jerry” Lin

Jon Tritsch, nomination committee chair, takes the floor.
o Kurt Gilman is elected President of the Senate by acclamation. Moved by Jon Tritsch, seconded by Sarah Tusa.
o Christine Bridges Esser is elected Vice President of the Senate by acclamation. Moved by Jon Tritsch, seconded by Shiela Smith.
o Nicki Michalski is elected Secretary of the Senate by acclamation. Moved by Jon Tritsch. Seconded by Christine Bridges.

Discussion:
Committee requests will be forthcoming.
A suggestion is made that we try to keep meetings to one hour.

Motion to adjourn by Mary E. Wilkerson, seconded by Dave Castle. 4:37 p.m.