

Faculty Senate Meeting  
Lamar University  
November 2, 2016  
Room 717 Mary and John Gray Library

**Presiding:** Vivek Natarajan

**Attending: Arts and Sciences:** Valentin Andreev, Judy Smith, Cheng-Hsien Lin, Jennifer Daniel, Jennifer Ravey, Charles Popp, Cristian Bahrim, Kami Makki, Stacey Knight, Michael Beard, Yasuko Sato, J.P. Nelson, Ozge Gunaydin-Sen, Joseph Kruger, Matthew Pyne for Randall Terry, Ted Mahavier, Gina Hale; **Business:** Karyn Neuhauser, **Education:** R.J. Davis, Anna Nguyen, Janice Kimmons, Vanessa Villate, Mamta Singh; **Engineering:** Paul Corder, John Gossage, Gleb Tcheslavski, Nicholas Brake; **Fine Arts and Communication:** Nicki Michalski, Xenia Fedorchenko, Zanthia Smith, Joel Grothe; **Library:** Michael Saar; **College Readiness:** Melissa Riley; **Lamar State College Port Arthur:** Mavis Triebel

**Absent: Arts and Sciences:** Randall Terry, Tom Sowers, Adrienne Blackwell, Martha Rinker; **Business:** Tim McCoy, Seokyon Hwang, Purnendu Mandal, James Slaydon; **Education:** Ken Young, Rick Carter, Belinda Lopez; **Engineering:** Xinyu Liu, Xuejun Fan; **Fine Arts and Communication:** Bryan Proksch, Richard Gachot, Vinaya Manchaiah; **Library:** Sarah Tusa

**Call to Order:** 3:31 p.m.

A moment of Silence was observed in honor of the memory of Dr. Gabriel (Tony) Martin for his many contributions to the advancement of the University during his many years of service.

**Guest Speaker:** Dr. John Bello-Ogunu, the Vice President for Global Diversity, Inclusion and Intercultural Affairs

- The program was designed to promote leaders among all cultural groups on campus.
- They promote culturally diverse organization development to foster leaders within the many cultural groups on campus.
- The department works collaboratively with all University departments to develop learning communities that promote quality education on campus.
- Dr. Ogunu asked faculty for guidance and willingness to work closely with his department.
- He commended the faculty for their dedication to Lamar's students
- Program includes diversity from indigent to self-pay students of all cultures without bias.
- Academic Diversity is another aspect of the department which creates an environment so that all can learn, promote recruitment and retention as well as advancement opportunities for the students after graduation.
- Faculty were encouraged to develop abilities in encouraging our students to think critically especially in regards to research activities and the development of quality projects. Also encouraged faculty to develop cross cultural competency in order to do advisement with diverse student groups.
- His office is currently in the Parker Building suite 204B at present.

- Faculty were encouraged to call or drop by anytime to collaborate with him.

#### **Minutes:**

- Minutes from the October 5, 2016 meeting were reviewed:
  - R.J. Davis made a motion to approve
  - V. Andreev seconded
  - Minutes approved by consensus.

#### **Faculty Senate Update of Executive Committee Meeting with President Evans and Dr. Marquart:**

- Cheating has been occurring at an alarming rate with on-line courses based on correlations between testing time and the final grade in Business courses. One faculty member had a student take a 50 question multiple choice test in 18 minutes with a 96% result. It was felt that the student had to have had access to test answers to move through the exam so quickly with only a couple of errors.
- Various faculty have found actual websites that offer information on how to cheat with Proctor U.
- Melissa Riley and Dr. Marquart met with Dr. Paula Nichols and Kyle Boudreaux to work towards Collaborative Learning Communities. Dr. Nichols requested more details prior to doing any follow-up with Proctor U.
- Currently working with the Finance Department. Funding for CUPA data has been approved. We are comparable to 58 other schools in the TSUS System.
- CIC/Science building and Setzer Center renovations in progress. Food trucks are available near the Library while the Setzer Center is closed.
- Faculty brought up the question of whether covered walkways were being considered between all buildings as part of the campus improvements. So far it has not been discussed but will take concerns regarding students passing between campus buildings in inclement weather.
- Faculty Senate Committee Chair Reports:
  - Academic Issues-Melissa Riley
    - Committee will meet next week in the Maes Building room 3B. Hoping to have a demonstration on the standardized Syllabus template.
  - Distinguished Faculty Lecturer: Jennifer Ravey
    - Will meet next Wednesday in Room 717 of the Library.
    - Will be working on nominations.
  - Faculty Issues: Jennifer Daniels
    - Will meet next week as well in Parker room 205 @ 3:30 pm.
    - Nine Applicants so far for Minnie Piper Award. Jennifer did meet with Dr. Kevin Smith.
    - Engineering Department is experiencing issues with their class load. Dr. Palanki has been interpreting the weights differently and does not include actual course prep time in the calculation. Considers teaching as 60% of the faculties workloads. Four courses is considered a full workload (100%)

- Regarding outside reviewers for promotion and tenure-Are only expected with candidates going up for the rank of Full Professor at six year timeframe. If waits till the seventh year as per policy outside reviews will not be expected. Not many schools comparable to Lamar have outside reviewers.
- Concerns were voiced regarding candidates for promotion and tenure adding additional items to the Dossier after hard dates for submission have past and it has been reviewed through some of the steps. All committees reviewing dossiers beginning with the departmental committee should see the same information at the beginning of the process as the reviewers see at the end of the process.
  - It was suggested that if any faculty desire to add something to their dossier, it should be sent to the departmental committee for review who would then send it forward with a letter of support for adding additional documentation to ensure all steps in the process review the same information for each candidate.
  - Valentin suggested that the Senate needs to develop a policy for early promotion as opposed to leaving it up to Department Chairs' discretion.
- Research and Development: Cheng-Hsien Lin
  - Deadline for application for Faculty Development Leave is this Friday November 4, 2016.
  - The group will meet next week at 3:30 PM in the Mays Building Room 56.
  - Still do not have an actual number as to how much of the funds were left from last year.
  - Concerns were raised that faculty are reluctant to apply for development leaves for fear of the potential for losing courses or of losing compensation for their workload they commonly teach when they return.
  - If Department Chairs are not being supportive of staff taking developmental leave, Dr. Marquart wants to know so a call can be put out for visiting professors to fill positions while full time faculty are on leave.
  - It was suggested that if you plan to take a leave next year, you should not sign up for any committees this year so there will not be a significant drop in consistency of membership on each of the committees. When committees turn over too frequently the same problems or issues come up but never get resolved. Or the same work gets repeated because of lack of knowledge of new members on the various committees.
- F2.08 Task Force: Nicki Michalski
  - Brought a survey for senate members to fill out re: the F2.08 proposal. If you cannot return them today send them to Nicki via Lamar mail.
- Faculty Salary Equity: James Slaydon
  - Dr. Marquart is interested in looking at equity plans from other comparable universities such as Texas State University, Sam Houston State University and Stephen F. Austin University.
- **Old Business:** None

▪ **New Business:**

- Vivek and Sarah will be working with Dr. Smith regarding the faculty handbook. Plan to bring it back to the full Senate for review and comments once it is complete
- Speaker for next month will be Dr. Kevin Smith on SACS and how faculty can help during the visit.
- Valentin motioned to adjourn the meeting at 1620.
- Charles Popp seconded
- Approved by acclamation.

▪ Respectfully Submitted:

Dr. Judy Smith