MINUTES
FACULTY SENATE MEETING OF
NOVEMBER 1, 2000

ATTENDANCE:

Arts and Sciences: Christine Bridges-Esser, Kevin Dodson, Bruce Drury, Iva Hall, Vernice
Monroe, Joe Nordgren, Joe Pizoo, Pam Saur, Cindy Stinson, Walter Sutton. Absent: Kathy
Roberts, James Stevens

Business: Larry Allen, Richard Jones, K.C. Sen, Celia Varick

Education: Kimberly Griffith, William Holmes, Desmond Rice, Kimberly Wallet-Chalambaga.
Absent: William Worsham

Engineering: Valentin Andreev, Peggy Doerschuck, Alec Matheson. Absent: Keith Gonthier,
David Read

Fine Arts and Communications: Randy Deal, Kurt Gilman, Steve Hodges. Absent: Wayne
Dyess, Lane Roth.

Library: Jon Tritsch, Sarah Tusa

CALL TO ORDER

The meeting was called to order at 3:05 p.m. by Faculty Senate President Randolph Deal.

MINUTES

A motion was made by Iva Hall and seconded by Cindy Stinson to accept the minutes of October
6, 2000, with the following amendments:

The motion by David Read amended to read: A motion was made by David Read that the Faculty
Senate recommend that Academic Computing have a separate budget and report to the VPAA
rather than its current structure. The motion was seconded by Walter Sutton and passed by
acclamation.

PRESIDENT’S REPORT

President Deal voiced a concern that this institutions’ interpretation of software regulations as mandated by the Texas State System and the proposed implementation of the interpretation of said regulations needs to be examined. He appointed an ad hoc committee to investigate compliance of the regulations. The committee is: Chair: Alec Matheson, David Read, Bruce Drury, Jim Love and Walter Sutton.

In order to facilitate communications president Deal has reorganized the senate meeting schedule
beginning January, 2001 as follows:

First Wed. of the month: Faculty Senate, 8th floor John Gray Library

Second Wed. of the month: Faculty Senate Committee meetings.

Third Wed. of the month: Executive Committee

Fourth Wed. on the month: Officers

OLD BUSINESS:

A resolution on merit raise distributions (see attachment) was distributed and discussed. A
motion was made by K.C. Sen to pass the resolution and seconded by Bruce Drury. The motion passed by acclamation.

COMMITTEE REPORTS:

Academic Issues Committee: Chair: Kevin Dodson - Two concerns reported to the committee
were discussed by the Senate. The titles of two programs, The Texas Leadership honors Program
and the University Honors Program, are similar and may create confusion. The Academic Issues
Committee made a motion requesting the name of the Texas Leadership Honors Program be
changed in such a way that it is clearly identifiable as a separate entity on the Lamar University campus. The motion failed due to lack of initial procedures in communication between the
entities involved. Kevin Dodson agreed to contact the appropriate parties in order that they might resolve this issue before making it a senate matter. There is a proposed student fee of one dollar for study abroad programs. The fee proposal will go to the Board of Regents for approval. Dr. Dodson encouraged support for the Study Abroad Program.

Budget and Compensation Committee: Chair K.C. Sen reported that by mid December the external
consultant will be hired to look at salary equity. He encouraged anyone who wished to
propose names of individuals or firms experienced in this area to submit a proposal to the Salary
Equity Committee. It was the committees’ recommendation that all full time faculty salaries be examined in this study to determine equity, not only tenure track faculty.

Distinguished Faculty Lecturer Committee: Chair Sarah Tusa reported that the Distinguished
Faculty Lecture scheduled October 16, 2000 in the University Theater was a success. This year’s
Distinguished Faculty Lecturer, Jim Jordan, gave an excellent lecture entitled “Portraits of the
Universe: A Matter Of Time.: She proposed three resolutions in appreciation of Mr. Eddie
Arnold, Mr. Mark Asteris, and Dr. Chester Runnels (see attached resolutions). All resolutions
were passed by acclamation. The committee will give its final report in the next senate meeting.
Bruce Drury voiced the Faculty Senates appreciation for a job well done to all who worked on this committee and to Sarah.

Faculty Issues Committee: Chair William Holmes stated that the Minnie Piper Award Nominee
has been chosen. Our nominee is Kimberly Griffith. Further issues that this committee will be investigating include the three year evaluations of Deans and Chairs. The committee will look at the schedule for these evaluations. The appropriate written summary of the evaluations that took place last fall should have been disseminated back to each department and college. The committee will check to see that this has been done. Bruce Drury suggested that an official timetable of the evaluations of deans and chairs be recorded in the Faculty Senate Minutes.
Questions were raised concerning the policy and procedures for distributing merit money based
on the evaluation of chairs and the increase that was distributed in salary. There is a disparity
between the chairs evaluation and their salary increase that have not been explained. Another
problem concerns the policy of only having the dean evaluated by the chair and the administration. Faculty should be included in this evaluation process. The committee will also investigate the merit pay appeals process and the grievance process in general.

Faculty Senate Research and Development Leave Committee: Chair Pam Saur has received the
applications for Research and Development Leave. Her committee will meet and present their
recommendations at the next Faculty Senate meeting.

Staff Appreciation: Chair Bruce Drury reported that the Staff Appreciation Day will be Dec. 1,
2000. This year’s menu will include turkey and dressing. He has circulated a memo to all faculty
encouraging them to generously contribute to this event.

NEW BUSINESS:

Bruce Drury reported that there are four candidates for the position of EVPAA. Dr. Fricke will arrive on Monday, November 6, Dr. Das on November 27, Dr. Coulter on November 29 and Dr.
Doblin on December 4. There are also four candidates for the position of Dean of Arts and
Sciences. Dr. Foster arrives on November 13, Dr. Brinker on November 27, Dr. Nichols on
November 30 and Dr.Wilkstrom on December 4. There will be an open meeting for all candidates
at 2:30 in Landes Auditorium on the day that each candidate is on campus. All faculty, staff,
students and interested parties are encouraged to attend. The target date for hiring is January 1,
2001.

A concern was raised about the process and timing of the evaluation of the candidates’ dossier by
departments. In this process ample time should be given to notify the faculty to review the
candidates dossier. A full dossier should be provided to the faculty for inspection including letters of reference. The faculty should keep in mind that they are not hiring a research professor for their department but rather a EVPAA or Dean as the case may be. The department is asked to review the dossier in order to determine whether or not the candidate is up to the standards set and followed by that department for rank and tenure.

President Deal announced the Campus Clean-Up Rally will be held on November 9, 2000 in the
quadrangle. There will be free food and a band. He encouraged everyone to attend.

Joe Nordgren was elected to represent the Faculty Senate in the curriculum council.

Celia Varick asked about changes in the health insurance prescription policy. As it stands now,
you can get up to three months of prescription at one time but will have to pay three co-pays.
The only alternative is to order your prescriptions by mail. All complaints about this process have to go through the TSUS Insurance Benefit Committee. Discussion followed praising John Whittles unselfish willingness to help faculty with human resource issues without compensation for these efforts.

The Senate was adjourned at 4:40 p.m.

If you have any concerns that you want the Senate to discuss, please contact your Senator or the
Senate Secretary: (8600)

RESOLUTION
Merit Raise Distributions

WHEREAS: An analysis of the merit raise distributions by the Deans to the faculty revealed readily identifiable disparities, particularly, but not limited to, raises given Department Chairs, and

WHEREAS: The Deans were instructed to formulate a clear explanation of salary administration;
nonetheless, a merit increase administration policy was not clearly articulated to the faculty;
moreover, the mechanism for converting F2.08 rankings to merit raise dollar amounts remains
equivocal, and

WHEREAS: It remains unclear whether or not there is a standard salary administration policy at
Lamar University, the so-called “Cooper-Stevens Plan” notwithstanding, and

WHEREAS: There appears to be no standard policy regarding the communication of a given faculty
member’s merit ranking in relation to other faculty, and

WHEREAS: There appears to be no standard policy regarding the timeliness of the communication
of merit rankings so as to provide appropriate resolution of potential grievance and subsequent due
process,

THEREFORE, BE IT RESOLVED: That the Faculty Senate deplores this lack of policy despite the
clear mandate of the Texas Legislature that raises be tied to merit and entreats the Lamar University
administration to formulate the aforementioned policies with appropriate faculty participation.

RESOLUTION
Regarding Contributions of Dr. Chester Runnels to the DFLAC

WHEREAS: The expenses of producing the Distinguished Faculty Lecture Series Sponsored by Southwestern Bell can vary unpredictably from year to year, and

WHEREAS: Dr. Chester Runnels has freely contributed his photographic expertise and donated the requisite photographic materials to this lecture series for the past few years,

THEREFORE BE IT RESOLVED: That the Faculty Senate express their appreciation to Dr. Chester
Runnels for his valuable contribution not only in providing a photographic record of the lecture series, but also for his generous contribution of his time and materials.

RESOLUTION
Regarding Contributions of Mr. Mark Asteris to the 2000 DFL

WHEREAS: The 14th Annual Distinguished Faculty Lecture required the arrangement and handling of
substantial and sophisticated media equipment, and

WHEREAS: The Distinguished Faculty Lecture Series Sponsored by Southwestern Bell significantly
showcases the scholarship and talents of Lamar University Faculty to the Beaumont community, and

WHEREAS: Mr. Mark Asteris substantially contributed to the success of the 14th Annual Distinguished Faculty Lecture by donating his time, efforts, and expertise in coordinating the media set-up for the event.

THEREFORE BE IT RESOLVED: That the Faculty Senate, and the Distinguished Faculty Lecture
Committee in particular, wish to express their sincere appreciation to Mr. Mark Asteris for his essential contribution to the success of the lecture series.

RESOLUTION
Regarding Appreciation of Mr. Eddie Arnold and the Southwestern Bell Foundation

WHEREAS: The 14th Annual Distinguished Faculty Lecture was very well attended and received by the
Beaumont community, and

WHEREAS: The Southwestern Bell Foundation facilities positive relations between Lamar University and the Beaumont Community by funding the Distinguished Faculty Lecture Series sponsored by Southwestern Bell, and

WHEREAS: Mr. Eddie Arnold mediated an increase in the grant to fund the aforementioned lecture held
October 16, 2000, and has faithfully supported the lecture series during his tenure at southwestern Bell,

THEREFORE BE IT RESOLVED: That the Faculty Senate of Lamar University hereby expresses its deep
gratitude to Mr. Eddie Arnold for his generous support in promoting the accomplishments of Lamar
University Faculty to the surrounding community via his dedication to the Distinguished Faculty Lecture Series Sponsored by Southwestern Bell.