LAMAR UNIVERSITY FACULTY SENATE
MINUTES FOR DECEMBER 5, 2001

ATTENDANCE:
Arts and Sciences: Christine Bridges-Esser, Kevin Dodson, Joe Pizzo, Pamela Saur, Cindy Stinson, Donna Bumpus, Bruce Drury, Dave Castle, Max Loges, Walter Sutton, Judy Mann, Sheila Smith, Dianna Rivers, Mike Matthis. Absent: Vernice Monroe, Stephanie Yearwood.
Business: Richard Jones, Celia Varick, K.C. Sen, Frank Cavaliere. Absent: Larry Allen.
Education: Desmond Rice, George Strickland, Joel Barton, Kimberly Griffith, William Holmes.
Engineering: Peggy Doerschuk, Alec Matheson, Valentin Andreev, David Read, John Gossage, Hsing Wei Chu.
Fine Arts and Communication: Steve Hodges. Absent: Kurt Gilman, Lane Roth, Travis Almany, Larry Elliott, Anne Mattlock.
Library: Jon Tritsch, Sarah Tusa.
Port Arthur: Mavis Treibel.

CALL TO ORDER
Faculty Senate President Bruce Drury called the meeting to order at 3:00 PM.

MINUTES
The November 7, 2001 minutes were approved as written; motion by Max Loges, seconded by John Gossage, passed unanimously.

INTERNATIONAL FRIENDS PROJECT
Jesse Doiron, Director of the Lamar Language Institute, spoke to the Senate about the captioned project. Over four hundred international students will be away from their hometowns during the holidays. Dr. Doiron asked that faculty help by signing up as Texas Holiday Hosts and sharing their holiday celebration with our international students. If you would like to
participate, call Carmen Breaux at 880-8229.

The IFP helps international students at Lamar establish personal relationships with Golden Triangle businesses, community organizations, and individual local residents. If you would like more information on the IFP, please contact the Lamar Language Institute at P. O. Box 10078, Beaumont, TX 77710, or via email at Language.Institute@lamar.edu

PRESIDENT'S REPORT
Bruce Drury reported the following:
1. EVPAA Doblin is attempting to re-establish the Lamar chapter of Phi Eta Sigma, the freshman honor society. Membership is limited to fulltime, baccalaureate-seeking students with a 3.5 in either semester of the freshman year. Anyone who is interested in being the faculty advisor for the group should contact Dr. Doblin or Bruce Drury.
2. There are still some details to work out for Cardinal Village II. Construction will probably start in January for completion prior to the start of the fall semester.
3. Lamar students have approved a $2 per semester fee to finance a study-abroad program. EVPAA Doblin will initiate an internal search for a Director of International Studies, with two-course release time. The International Student Affairs Committee will propose a set of policies for the program.
4. The Salary Equity Committee is negotiating with the Arthur Anderson consultants concerning their final report. It will probably be presented to the faculty in February.
5. In December of 2000, the Senate adopted a resolution concerning the appeals process for merit raises. It recommends that there be a standing appeals committee and that where the handbook currently says that the EVPAA '…may convene the University Performance Evaluation/Merit Salary Increase Appeals Committee for review and recommendation regarding appeals' it instead say '…SHALL convene…' the committee (new language in uppercase). Dr. Doblin has agreed to do as the Senate requested. The change will be implemented immediately, and the change will be reflected in Section 43.7.2 of the Faculty Handbook when it is revised. Dr. Doblin proposed that the committee be chaired by a dean elected by the Academic Council of Deans, have one department chair elected by the Council of Instructional Departments, one elected faculty member from each academic college and the library, and one faculty member at large.

COMMITTEE REPORTS

Academic Issues: Christine Bridges-Esser reported that the committee is continuing to monitor the international study abroad
program. The committee forwarded a proposal on suspension and probation to Bruce Drury and is continuing to monitor that situation. The committee has learned that new T1 lines are being installed to improve computer communications. The lines will access the Internet directly rather than going through Austin. We will be sharing our new connection with several other
local bodies, but there will not be as many people using it. In related discussion, concerns were raised about computers frequently being down, especially late at night and on weekends. It was suggested that the Faculty Senate insist that there be someone on campus 24 hours a day, 7 days a week, to handle these problems. It was also pointed out that this has already been recommended many times. Dr. Bridges-Esser reported that the committee had been advised that the old contract provided for someone to be on call 24 hours a day, 7 days a week, but that the new contract did not provide for this 24/7 service.

Bruce Drury will add this issue to the agenda for the next meeting with Simmons and Doblin and asked the Faculty Issues Committee to prepare a resolution if needed.

Faculty Issues: Bill Holmes reported the following:
1. The Faculty Senate Charter indicated that full-time or tenured faculty members may vote for senators if they have completed one year of service at Lamar. Faculty members are eligible for election to the Senate after three years of service at Lamar prior to assuming office. The committee feels this is appropriate.
2. A draft plan for governance of elections for academic affairs committees is being studied. This will be discussed further under New Business.
3. The faculty evaluation process is still being studied.
4. After a review of university centers/directors, the committee overall feels positively about these programs. Some concerns were stated related to the personnel selection process and salary equity. It was also suggested that all proposed programs be reviewed carefully and approved only after appropriate justification.
5. A faculty member has expressed concern about a fund-raising letter that was recently sent to faculty asking for donations to the University's annual giving campaign. The concern is that there will be pressure for faculty members to give, especially since a list of donors will be published. Bruce Drury noted that this is the first time that the university has made a comprehensive effort to raise money not only from alumni but also from the community, faculty and staff. If there is any pressure coming from a dean, chair, or others, please let Bruce Drury know.

Budget and Compensation: Valentin Andreev reported that the committee had discussed promotion raises, overload pay, mini-session pay, and adjunct pay. Everyone agreed to a resolution on promotion raises that will be presented under New Business. The committee decided that they should study how other issues are handled at other universities. One opinion is that if there are adjuncts that teach more than two classes they should be paid more than $2,000. Otherwise, committee members have different opinions.

Faculty Development and Research: Sarah Tusa reported that the committee carefully weighed the development leave applications, but a new concern has arisen. The committee now has new options to consider. The committee will meet to consider these new options and will make a proposal at the February Senate meeting, at which time Kurt Gilman will be chair of the committee. Valentine Andreev recommended that the committee look at the current form for faculty development leave.
Bruce Drury explained that the budget for developmental leave has been cut in half from its level of about 70 thousand dollars about 10 years ago to its current level of about 35 thousand dollars. This year, two of the five applicants asked for one-year half time leaves, and one of them would have the half time salary paid for by that person's department. Bruce suggested that the committee come up with a policy in the spring that treats applicants differently that apply for a leave that is paid for from department funds. That may increase the number of development leaves that are awarded. Some concern was expressed that faculty development leaves are typically competitive, and awardees list them as achievements on their resumes. This will put at a disadvantage faculty in departments that do not support paid faculty development leaves. The
committee will consider this issue.

Chris Bridges-Esser noted that research enhancement budget had also been cut in half recently. The Budget and Compensation committee will look into this.

Distinguished Faculty Lecturer: Pamela Saur's committee has nothing to report. Sarah Tusa and Cindy Stinson will co-chair the committee starting in the spring.

Staff Appreciation Day: Mark Asteris distributed menu selections and other expense items. Motion
was made by Sarah Tusa to select the Italian menu, seconded by Dianna Rivers and Pamela Saur, approved by the membership. Letters asking for donations will be sent out to faculty again in the spring, and invitations will be sent out at that time. Please talk to other faculty members in your departments and ask them to contribute to Staff Appreciation Day.

OLD BUSINESS
LU Salaries on the Web - Information Technologies will attempt to restrict access to budget information to people on the Lamar network. People off campus will not be able to access that information.

NEW BUSINESS
1. Policy for Elections for University Committees: Bill Holmes distributed a plan for shared governance proposed by Dr. Doblin. The Doblin proposal is to elect all the faculty members on university committees that report to the Executive Vice President for Academic Affairs. Committee members are currently appointed by the EVPAA. The policy will appear in the faculty handbook. Holmes moved for approval, and Richard Jones seconded. In discussion, Bill Holmes said that the committee
in its review of the policy expressed several concerns. First, that the current policy that an individual cannot be a member of more than one standing University committee should be followed. Second, there were some concerns about the form of the ballot. Third, the committee feels that, if possible, the ballots should include a list of the current committee assignments for those on the ballots. An additional concern was expressed relating to runoff elections. It was suggested that the policy specify that runoffs must be held in cases where no candidate receives a majority of the votes. Bruce Drury indicated that Kevin Dodson, who is in the process of reviewing rules for University elections, should address the issue of whether to require a plurality or a majority of votes. The following friendly amendment to item 6 was suggested (new language in uppercase): "6. Each Dean or his/her designee will be responsible for counting the ballots (in the presence of at least one member of the faculty SENATE ELECTED BY THE SENATORS FROM THAT COLLEGE) and reporting the results to the Executive Vice President for Academic Affairs." The amended motion passed.
2. Promotion Raises. The Faculty Budget and Compensation Committee presented a resolution on promotion raises. The resolution urges the administration to increase promotion raises. Currently, raises are only $1500 from Assistant to Associate Professor and $2000 from Associate to Full Professor. The resolution makes no mention of retroactive increases. In discussion, a concern was expressed that in some colleges where there is salary inversion this policy will make the situation worse and negatively impact morale. Bruce Drury indicated that this problem "should" be taken care of by the equity process, but that the process will have to find money and it will probably take three years to address inequities. Some friendly amendments to the resolution were suggested. The final resolution was passed and is included in the Appendix.
3. Complimentary Tickets for Men's Basketball Games. Lamar has had a very liberal complimentary employee ticket policy. Most other schools in the conference have no complimentary tickets, or allow only one per employee, or a discount for employees. Unfortunately, some employees have been abusing Lamar's policy by getting an excessive number of tickets before the day of the game. Complimentary tickets are supposed to be given only subject to available space. Athletic Director Dean Billick proposes that there be no advance pickup on complimentary tickets. He proposes that complimentary tickets be available at the game at the northwest corner of the Montagne Center. Each employee can pick up two complimentary tickets. Children twelve and under will not be included in that number. In discussion, a concern was expressed that this will make it more difficult for faculty to get tickets and that students want the tickets to be made available at the student union beforehand. It was also suggested that we should be giving tickets away until attendance is up.
4. Virus Protection. Walter Sutton advised Senators that the University wants every computer on campus to be registered and to have certain information and virus software. They want a representative from each department to make sure that the software is up to date. They will start charging $50 per hour up to $250 if your computer is damaged and you do not have the latest version of virus software.

The 2001-02 Senate was adjourned at 4:15 p.m.

APPENDIX

FACULTY SENATE RESOLUTION ON PROMOTION RAISES

Whereas the promotion raises have been frozen for some time at Lamar University,

Whereas the promotion raises have been inadequate and have thus contributed to the rank salary compression, and

Whereas this has negatively impacted the morale of the faculty,

Be it resolved that the Faculty Senate urge the administration to increase the above-mentioned raises.

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

israel@sal.lamar.edu.