LAMAR UNIVERSITY FACULTY SENATE
MINUTES FOR DECEMBER 3, 2003

ATTENDANCE

Arts and Sciences: Rick Altemose, Christine Bridges-Esser, Donna Bumpus, Don Carey, Dave Castle, Roger Cooper, Terri Davis, Alicen Flosi, Paul Griffith, Martha Rinker, Dianna Rivers, Lee Thompson, Paul Nicoletto, Jim Sanderson,Sheila Smith; Absent: Iva Hall
Business: Larry Allen, Jai Young Choi, Larry Spradley;
Absent: Alicen Flosi; Absent: Carl Montano
Education: Kimberly Chalambaga, Fara Goulas, Lula Henry, Bill Holmes, Bernadette Moore, George Strickland; Absent: George McLaughlin
Engineering: Valentin Andreev, Hsing Wei Chu, Peggy Doerschuk, John Gossage, Bernard Maxum, Mien Jao, David Read, Quoc-Nam Tran Fine Arts and Communication: Kim Ellis, Kurt Gilman, Ann Matlock, Sumalai Maroonroge, Nicki Michaelski, Zanthia Smith, Prince Thomas
Library: Rick Dyson, Jon Tritsch
Developmental Studies: Joe Kemble
LSCPA: Mavis Treibel

CALL TO ORDER

Faculty Senate President Peggy Doerschuk called the meeting to order at 3:00 p.m.

MINUTES

The November 5, 2003 Faculty Senate Minutes were approved as distributed via the Internet.

PRESIDENT'S REPORT
1. Reorganization. Based on feedback provided by faculty and departments, the decision was made not to undergo a university-wide reorganization at this time. However, some departments may be moved. The Academic Master Planning Committee has been discharged. The new faculty positions will not be released until a financial plan has been developed.

2. Long Range Planning. The Long Range Planning Committee has started meeting, and its scope has been expanded. It will be considering not only facilities planning but all strategic planning, including enrollment, marketing, financial plans to accommodate faculty growth, and operational plans from divisions. In March or April there will be a stakeholders' meeting including 50-75 faculty, staff, and community members, at which the strategic plans will be presented.

3. Salary increases. Faculty salary increases for this year are effective November and are 7/9 of the amount of the academic year raise this year. The increases will be paid November through May, first appearing in the December paycheck. For faculty who are being paid a nine-month salary over a twelve-month period, the salary will return to the old base after May through the end of the fiscal year. Faculty salaries for summer teaching will be calculated on the new salary, as will any raises for 2004-2005.

4. I have appointed an ad hoc Staff Appreciation Day committee that will be chaired by Mark Asteris. Committee members are Valentin Andreev, Christine Bridges-Esser, John Gossage, and Nicki Michaelski.

5. Status of searches. Campus interviews for the Dean of Library Services are expected to begin in early spring. Advertisements for the position of Dean of the College of Education and Human Development have been placed. The position announcement for Director of Developmental Studies was emailed to Faculty and Staff on November 7. Thus far, only one application has been received. Interested faculty members are encouraged to apply for this position.

6. Status of chair evaluations. Evaluations of the Chairs of History and Psychology have been completed. Evaluations of the Chairs of Chemical Engineering and Accounting are in process.

7. Construction plans. Construction of a new cafeteria with a convenience store has been approved. Construction will start some time in the spring and be ready to open in fall of 2004.

COMMITTEE REPORTS

Academic Issues: Terri Davis. The Committee has finalized its survey on teaching loads, and this will be distributed to the faculty in February, 2004. Terri moved adoption of proposed changes in the Faculty Handbook concerning membership requirements to the University Curriculum Council. The motion was seconded by Paul Nicoletto, and, after accepting a friendly amendment, the motion carried. (See Appendix I for text.) Concerning the 2004-2006 Academic Calendar, the Committee discussed with Dr. Simmons the moving of Spring Break to coincide with BISD. He is not currently in favor of such a change, but will be speaking to the BISD Superintendent at their upcoming meeting to consider the 2005-2006 calendar.

Faculty Issues: Hsing Wei Chu. The Committee reported their recommendations on the issues of tenure and promotion, faculty evaluation, and anti-discrimination. Senate actions on the committee’s recommendations are detailed under New Business.

Budget and Compensation: Ann Matlock. The Committee is working on the following issues:
- The faculty merit raise process survey: So far about half the senators have returned their surveys. The Committee would like to have a better representation before arriving at the results.
- Faculty salaries: The Committee will write and bring to the Senate at the February meeting a resolution designed to make equity an ongoing process. With the need for better merit increases to be considered, the Committee is divided on the issue of establishing new "floors." for each rank. The Committee will invite Mike Ferguson to meet on the issue of establishing these new "floors," as well as the current budget and the effect on future budgets of various ideas for improvements in faculty salaries.

Development and Research: George Strickland. George thanked all of the Committee members for their diligence and hard work in reviewing the applications for research grants. There were considerably more requests to evaluate during this session.

Distinguished Faculty Lecture: Dianna Rivers. Dianna thanked the Faculty Senate and the DFL Committee for making this year's DFL event a great success. The Committee has had a follow-up meeting and is already working on next year's lecture.

Staff Appreciation Day: Mark Asteris. Mark presented senators with several meal proposals, and the consensus was that the first menu would be most acceptable. The Senate set the suggested amount for faculty contribution at $20.00. Concerning how the extra money will be used, David Read made a motion, seconded by Valentin Andreev, that the Senate establish a Foundation to use excess monies for scholarships for the offspring of staff employees. The motion carried. Mark asked for volunteers to work the Friday, February 20, 2004, SAD, and also to make calls soliciting donations from local restaurants and businesses.

OLD BUSINESS

There was no Old Business.

NEW BUSINESS

Developmental Leave Recommendations. George Strickland made a motion, seconded by John Gossage, to approve the recommendations of the Faculty Development Leave Committee as to faculty development leave requests for fall 2004, summer 2004 and spring 2005. The Committee recommends full term leaves for (alphabetical order) Kakoli Bandyopadhyay, Rebecca Boone, Roger Cooper, Dale Daniel, Kimberly Griffith, Steve Hodges, Mary Kelly, Desmond Rice, and Lee Thompson; and summer leaves for Roger Cooper and Pamela Saur. The motion carried, and the committee's approved list will be ranked in order of the committee's preference for consideration of funding approval.

Adjunct issues. A concern over the inconsistency of FTE calculation, adjunct pay, and benefits was referred to the Budget and Compensation Committee.

Recommendations from Faculty Issues Committee. After discussion, the following actions were taken by the Senate:

1. Following a motion by David Read, seconded by Ann Matlock, the Senate voted against coupling tenure and promotion applications. 2. The Senate passed a motion by Valentin Andreev, seconded by Dianna Rivers, that a. The departmental tenure committee should include ALL tenured faculty members at the rank of associate or full professor but excluding administrators at the rank of chair and above as well as those who have been elected to serve on college and university tenure committees. In a large department, a screening subcommittee may be established to make recommendations to the departmental tenure committee, and ALL members in the departmental tenure committee will vote for each case. b. The departmental promotion committee should include ALL tenured faculty members at a rank higher than that for which application is made but excluding administrators at the rank of chair and above as well as those who have been elected to serve on college and university promotion committees. In a large department, a screening subcommittee may be established to make recommendations to the departmental promotion committee, and ALL members in the departmental promotion committee will vote for each case. 3. Following a motion by Paul Nicoletto, seconded by Donna Bumpus, the Senate voted disapproval of the EXTERNAL REVIEWS process for promotion to the rank of full professor. 4. Following a motion by Paul Nicoletto, seconded by Valentin Andreev, the Senate voted to recommend that the phrase "minimum standards for tenure and promotion" be changed to "departmental guidelines for tenure and promotion". 5. Following a motion by Paul Nicoletto, seconded by Valentin Andreev, the Senate voted to support the resolution passed by the Faculty Senate in December, 2002, that goals setting should not be on the annual evaluation form, F2.08. 6. Following a motion by Paul Nicoletto, seconded by Valentin Andreev, the Senate voted to recommend five levels of performance evaluation. 7. Following a motion by David Read, seconded by Valentin Andreev, the Senate voted to suggest that the following statement be made in response to the "Anti-Discrimination Motion": Lamar University does not condone discrimination or harassment of any kind.

OPEN DISCUSSION

There was no open discussion.

ADJOURN

The Faculty Senate adjourned at 5:15 p.m.

APPENDIX I

Membership Requirements to University Curriculum Council

Current wording of membership requirements, Faculty Handbook, Chapter III, Section 3.3: ...The Council shall include one member from each of the Colleges (two from Arts and Sciences) and one member each from the Faculty Senate, Council of Instructional Departments, and Dean's Council. All members, as well as the chair, shall be elected. The Registrar and a representative of the Library shall serve as ex officio, non-voting members.

Submitted to Faculty Senate by
Academic Issues Committee
December 3, 2003

The Committee moves to insert the following UPPERCASE phrase into the Faculty Handbook, Section 3.3:

All members, as well as the chair, shall be elected, SHALL BE TENURED FACULTY AT THE RANK OF ASSISTANT PROFESSOR OR ABOVE, AND SHALL HAVE COMPLETED AT LEAST ONE YEAR OF SERVICE AT LAMAR UNIVERSITY.