LAMAR UNIVERSITY FACULTY SENATE  
MINUTES FOR NOVEMBER 5, 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, Iva Hall, Paul   
Nicoletto, Jim Sanderson, Mike Mathis; Absent: Sheila Smith  
Business: Larry Allen, Jai Young Choi, Larry Spradley;  
Absent: Alicen Flosi, Carl Montano  
Education: Kimberly Chalambaga, Fara Goulas, Lula Henry, Bill Holmes,   
George McLaughlin, Bernadette Moore, George Strickland  
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 October 1, 2003 Faculty Senate Minutes were approved as distributed   
via the Internet.  
  
PRESIDENT'S REPORT  
  
1. Bill Holmes and Peggy Doerschuck attended the meetings of the Texas   
Council of Faculty Senates and TSUS Council of Faculty Senates in   
October. Twenty-nine schools were represented at the former meeting. Many of   
them have experienced increased enrollments and are raising tuition.   
Some reported cutbacks in summer programs. The largest reported faculty   
merit increase was 2%. Texas A&M will be hiring 447 new faculty over   
the next five years. The TCFS passed a motion recommending an   
anti-discrimination policy for all public colleges and universities within the   
state of Texas. Consideration of a similar motion with respect to the   
components of the Texas State University System has been referred to the   
Faculty Issues Committee. At the meeting with the Chancellor we raised   
the concern over the increased cost of benefits. Other topics of   
discussion included formula funding, anti-discrimination, and salary   
inequity.  
  
2. Elections of faculty to University committees have now been   
completed. Thanks to those who conducted the elections: Education and Human  
Development: Bill Holmes and George McLaughlin, Fine Arts &   
Communication: Kurt Gilman and Ann Matlock, Arts and Sciences: Christine   
Bridges-Esser and Mike Matthis.  
  
3. Lula Henry will be Faculty Senate representative on the search   
committee for the Director of Developmental Studies.  
  
4. Construction of Cardinal Village III will begin next month. The   
decision on whether to build a new cafeteria with a convenience store will   
be made next week.  
  
5. The Academic Master Planning Committee has received departmental   
reports and faculty surveys re reorganization. Overall responses to the   
faculty survey are as follows: Question 1: Do you think Lamar should   
consider reorganization of the academic units? 54.3% yes, 27.2% no, 18.5%   
undecided Question 2: Do you think your department or program should   
be included in any university-wide reorganization? 32.7% yes, 54.3% no,   
13.0% undecided. Recommendations have also been made for allocation of   
the new faculty positions. The committee will meet on November 14 to   
consider how to proceed.  
  
6. Please remember to wear red and white on Red White and You Day   
November 18 and attend the pep rally in the quadrangle from 11:30 to 12:30.  
  
COMMITTEE REPORTS  
  
Academic Issues: Terri Davis. The Committee is currently reviewing the   
University Calendar and also data from the Fall 2003 survey on class   
size. In addition, the committee is discussing issues concerning the make   
up of the Curriculum Council and plagiarism.  
  
Faculty Issues: Hsing Wei Chu. The Committee is currently reviewing the   
tenure and promotion process, and the procedures concerning Workman   
Comp. The nominations for Piper Professor have been narrowed to three.  
  
Budget and Compensation: Ann Matlock. The Budget and Compensation   
committee is working on the following issues: Faculty merit raise process:   
The committee distributed a questionnaire to members of the Faculty   
Senate and requested that it be returned after the meeting or by campus   
mail this week. Faculty salaries: The Committee has met with Don Price of   
Institutional Research to learn more about how the equity process is   
working. While these equity raises are dependent upon funding, the   
process seems to be proceeding on a schedule that would be completed in 3 -4   
years. The committee is also discussing the idea of making equity an   
ongoing process. Other items under consideration include a salary survey   
of schools represented on the Texas Council of Faculty Senates, methods   
for determining merit and promotion increases, and establishing a   
"floor" for each rank. The Committee will be considering both national and   
regional studies of faculty salaries as a basis for its   
recommendations, and hopes to bring a proposal to the faculty senate in the very near   
future.  
  
Development and Research: George Strickland. The Faculty Development   
Leave and Research Committee of the Faculty Senate met October 8, 2003.   
There are ten Development Leave Applications on which they will be   
deliberating for recommendations to the December 3 Faculty Senate Meeting.   
The committee discussed the substance of a draft for a Policy on   
Financial Incentives to Encourage Funded Research. Members had a diversity of   
opinions. Primarily, it was concluded that each department probably has   
a variety of needs for research. Some departments need release time;   
others need working space, equipment, or graduate assistants to perform   
satisfactory research. Several University faculty research models have   
been mentioned by committee members and other faculty.  
  
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 Distinguished Faculty Lecture was held on Monday, October   
20, 2 003. Dr. Richard Harrel was the award winner and speaker. His   
topic was "Environmental History of the Lower Neches River: From Clean to   
Polluted to Recovering. The number of attendees at the lecture in the   
Lamar University Theater was one of the highest at 505. The reception at   
the Dishman Art Museum had 175 attendees, and there were 97 persons at   
the dinner at the John Gray Library, 8th floor. Dianna thanked the   
Committee members for their expertise, hard work, and commitment. The   
Committee will meet next on Wednesday, November 12, 2003, for a follow-up   
evaluation and begin planning next year's event.  
  
Staff Appreciation Day: Mark Asteris. The proposed date for the next   
Staff Appreciation Day is February 6, 2004. Mark reported to Senators on   
last year's donations and meal prices. New meal considerations will be   
presented shortly.  
  
OLD BUSINESS  
  
There was no Old Business.  
  
NEW BUSINESS  
  
Chris Bridges presented a motion in the form of a resolution (see   
Appendix  
I) in appreciation of Mark Asteris for his work as chair of Staff   
Appreciation Day. The motion was seconded by Bernard Maxum and carried the   
Senate unanimously.  
  
OPEN DISCUSSION  
  
There was no open discussion.  
  
ADJOURN  
  
The Faculty Senate adjourned at 4:47 p.m.  
  
  
APPENDIX I  
  
RESOLUTION  
  
Whereas Mark Asteris has dedicated many years of service working to   
plan and coordinate Staff Appreciation Day, and,  
  
Whereas he has enhanced morale on the Lamar University Campus, and,  
  
Whereas he has worked tirelessly to promote faculty and staff   
relations,  
  
Therefore let it be resolved that the Faculty Senate expresses its   
gratitude for years of work with Staff Appreciation Day.