University   
Faculty Senate Minutes  
December 1, 2004  
  
Members Present:  
  
Sandra Brannan; Peggy Doerschuk; Paul Nicoletto; Christine Bridges-Esser; Terri Davis; Rick Altemose; Valentin Andreev; Dave Castle; Alec Matheson; Dennis Miller; Dianna Rivers; Rebecca Boone: Emma Hawkins; Steve Zani; Jim Cammack; Celia Varick; Larry Allen; Nhung Nguyen; George Strickland; Dan Chilek; Lula Henry; Bill Holmes; Bernadette Moore; Paul Corder; Mien Jao; Hsing-wei Chu; John Gossage; Benard Maxum; Kurt Dythaug; O’Brien Stanley; Jeff Wisor; Ann Matlock; Nicki Michalski; Jeff Lacy; Sarah Tusa, Joe Kemble; Fara Goulas; Mavis Triebel; Kakoli Bandyopadhyay  
  
Members Absent:  
  
Sumalai Manroonroga; Kim Ellis; Kimberly Chalambaga; Jai Young Choi; Shelia Smith; Iva Hall; Martha Rinker; Don Owen  
  
I. President Bill Holmes called the Faculty Senate Meeting to order at 3:00 p.m., Wednesday, December 1, 2004.  
  
II. A motion was made by Mike Mathis and seconded by Dianna Rivers to approve the November Faculty Senate Minutes. The motion carried.  
  
III. President Bill Holmes presented the following report:  
  
1. Staff Appreciation Day, April 15, 2005.  
  
2. The elected members of the Equity Committee are:  
Arts and Sciences - Valentin Andreev  
Business - Frank Cavaliere  
Education – Des Rice  
Engineering – Hsing-wei Chu  
Fine Arts and Communication – Ann Matlock  
Library – Jon Tritsch  
  
Appointed members are:  
Lula Henry, Associate Professor of Professional Pedagogy  
Dave Castle, Professor of Political Science  
Iva Hall, Assistant Professor of Nursing  
Dr. Kevin Smith, Associate Vice President Academic Affairs, ex officio  
Dr. Don Price, Director of Institutional Research, ex officio  
Annette Thompson, Assistant Director of Human Resources, ex officio  
  
3. The university is in the final stages of selecting a consultant to do a feasibility study for a fundraising campaign. It is hoped that the study will be done in the spring.  
  
4. You have received a description of a proposed Office of Sponsored Programs Administration. The Executive Committee has reviewed this proposal and feels positively about it. If you have feedback and/or questions after reading the proposal, please contact me or one of the Executive Committee members.  
  
5. A form has been created by the Budget and Compensation Committee to be used in the salary raise notification process. It has been passed on to CID and ACD for review, and hopefully, implementation.  
  
6. Feedback from the Faculty Senate was given to the President and Provost concerning the draft policy on e-mail communication. The draft will be redrafted and/or studied for a while.  
  
7. The draft policy on electronic office hours for faculty was clarified to simply be a suggestion.  
  
  
IV. Committee Reports:  
  
1. Academic Issues, Terri Davis, chair, will present a resolution on Grading Policy in New Business.  
  
2. Faculty Issues, Hsing-wei Chu, chair, indicated that the committee will be discussing e-mail policy, an employee dependant tuition waiver policy, and reminded the Faculty Senate that the F2.08 will be based on the calendar year starting in January 2005.  
  
3. Budget and Compensation, Ann Matlock, chair, reported that the Committee met on November 10, 2004. As requested, we wrote a proposed format for use by chairs in reporting to the faculty on their merit, promotion, and equity raises. This form followed the content of the resolution passed last spring by the Faculty Senate. Our initial form was reviewed and improved upon by the executive committee and accepted by the administration at our meeting with them on November 22, 2004. The administration will share it with the Council of Deans for discussion. The Budget and Compensation committee also suggested that we would appreciate it if this information could be provided to faculty for the current fiscal year as well as in the future. We will report to you again on this matter next semester. We also ask for your suggestions as to issues that you think we should be working on the spring. Please email me with any ideas you have at: [amatlock@moment.net](mailto:amatlock@moment.net).  
  
The next meeting of the committee will be on February 9, 2004.  
  
Format for merit, equity and promotion raise information:  
  
The merit raises in the \_\_\_\_\_\_\_\_\_department were computed following the merit raise procedure adopted by the \_\_\_\_\_\_\_\_ department and as published in the summary on the  
Lamar web site: (http://www.lamar.edu/facstaff/meritsal.htm)  
  
The total funds allotted to the department for merit raises for FY\_\_\_\_\_\_\_\_ are $\_\_\_\_\_\_\_\_\_.  
  
On the F2.08 covering the period \_\_\_\_\_\_\_\_\_\_\_\_\_\_, you received a summary evaluation of  
\_\_\_\_\_\_\_\_\_\_\_\_.  
  
In the \_\_\_\_\_\_\_\_\_ department, \_\_\_\_\_\_\_\_\_ (number or percent) of faculty received an  
evaluation of High Merit\_\_\_\_\_\_\_\_\_\_, Merit \_\_\_\_\_\_\_\_\_\_\_,  
Low Merit \_\_\_\_\_\_\_\_\_\_\_\_, and No Merit\_\_\_\_\_\_\_\_\_\_.  
  
The following amounts( % or $ amount) were allocated to each faculty member in the  
following categories:  
  
High Merit = \_\_\_\_\_\_\_  
Merit = \_\_\_\_\_\_\_\_\_\_\_  
Low Merit = \_\_\_\_\_\_\_\_  
No Merit =\_\_\_\_\_\_\_\_\_  
  
Your total salary adjustments are indicated below:  
  
Merit=\_\_\_\_\_\_\_  
Equity(if applicable)\_\_\_\_\_\_\_\_\_\_\_\_  
Promotion(when applicable)\_\_\_\_\_\_\_\_\_\_\_  
  
Your total salary adjustment for FY\_\_\_\_\_\_\_ is\_\_\_\_\_\_\_\_\_.  
  
Your new total salary for FY\_\_\_\_\_\_\_\_\_ is\_\_\_\_\_\_\_\_\_.  
  
4. Faculty Developmental Leave and Research, Rick Altemose, Chair. The Committee met on November 11, 2004 to evaluate development leave requests. We agree unanimously that the following applications are meritorious, and we recommend that they be funded. They are listed in alphabetical order.  
  
Semester-long leaves, full salary   
  
Lynn Godkin for “An exploratory study of knowledge management and absorptive capacity of a regional health science center.”   
  
Anne Matlock for “Aspects of European brocaded and printed textiles: A source for contemporary fiber art.”  
  
Lee Thompson for “A wider imperialism: Alfred Milner and the British Empire/Commonwealth.”  
  
James Vanderleeuw for “Economic development concerns of elected and non-elected city leaders: A test of two theories.”  
  
Fall and Spring semester leaves, half salary   
  
Ted Mahavier for “Sobolev descent and inquiry-based learning.”  
  
Prince Thomas for “Whitney Museum of American Art fellowship.” (Our recommendation is contingent upon his acceptance into the Whitney Museum’s Independent Study Studio Program)  
  
Summer Session 2005  
  
James Esser for “A proposal for peace in the Basque region of Spain.”  
  
5. Distinguished Faculty Lecturer, Fara Goulas, chair, complimented Dianna Rivers for her magnificent work as the past chair. She reminded her committee members of the meeting, January 19, 2005 to begin the process for 2005.  
  
V. Old Business: None  
  
VI. New Business:  
  
1. The resolution on the grade appeal form was moved by Terri Davis and seconded by Bernard Maxum. The resolution was amended and approved unanimously.  
  
RESOLUTION  
  
Whereas the proposed grade appeal policy requires students to immediately consult with the Provost rather than the instructor, the perception may be given that the burden of proof lies with the faculty member, not the student, and  
  
Whereas the line of authority is violated by the proposed grade appeal policy requiring students to immediately consult with the Provost rather than the faculty member, and   
  
Whereas the proposed grade appeal policy forces faculty members to disclose testing materials, grade books, and other instruments used to determine grades, and  
  
Whereas the use of review committees is allowed but not encouraged under the proposed grade appeal policy, thereby potentially removing the element of peer review for both student and faculty, and   
  
Whereas the proposed grade appeal policy may result in increased grade appeals due to the perceived shift in the burden of proof from the student to the faculty member,  
  
BE IT RESOLVED that the Faculty Senate supports the existing grade appeal policy and recommends that the proposed grade appeal policy be rejected in favor of the existing policy.  
  
2. A motion to approve the Faculty Development Leaves was made by Rick Altemose and seconded by Peggy Doerschuk . The motion carried.  
  
VII. Open Discussion :  
  
1. Valentin Andreev reminded the senate that four years ago the University accepted the grade replacement policy and that the policy would be reviewed. This topic was referred to the Academic Issues Committee,  
  
2. Fara Goulas reported that the evaluation for Dean Jerry Bradley is about one half finished. She also said that the faculty evaluation forms (F2.08) would be send in the beginning of the Spring semester rather than during the holidays when we get a lot of mail.  
  
3. Bernard Maxum spoke in opposition to the “loose” grade replacement policy. Ann Matlock spoke in favor of the grade replacement policy as many students are older and they can replace the grades and be accepted in the teacher training program.  
  
4. There was concern by Terri Davis about the changes made by the Provost in a recent search process.  
  
VIII. The meeting was adjourned