Faculty Senate Meeting
3:00 pm, March 7, 2007
Gray Library, 8th Floor

Attending: Arts and Sciences: Valentin Andreev, Nancy Blume, David Castle, Kenneth Dorris, Emma Hawkins, Hikyoo Koh, Mike Matthis, Don Owen, Dianna Rivers, Jeremy Shelton, Sheila Smith, Steve Zani Business: Kakoli Bandyopadhyay, Soumava Bandyopadhyay, Jai Young Choi, George Kenyon, Celia Varick Education: Kim Chalambaga, Lula Henry, Barbara Hernandez, Bill Holmes, Mary E. Wilkinson Engineering: Malur Srinivasan, Jao Mien, John Gossage Fine Arts and Communication: Kurt Dyrhaug, Kurt Gilman, Ann Matlock, Nicki Michalski, Zanthia Smith, Randall Wheatley Library: Theresa Hefner-Babb, Jon Tritsch Developmental Studies: Umporn Tosirisuk Lamar State College Port Arthur: Mavis Triebel

Absent: Arts and Sciences: Rick Altemose, Christine Bridges, Dale Daniel, Terri Davis, George Irwin, Mary Kelley, Jim Love, Randall Terry Education: Bernadette Moore Engineering: Brian Craig, Bernard Maxum Fine Arts and Communication: Sumalai Maroonroge

Call to order 3:07 p.m.

Approval of minutes; moved by Dianne Rivers, seconded by Mike Matthis

President’s Report

TCFS—(See handout)

Elections—Are progressing in A&S, FAC, BUS, EGR

New Faculty Development—Study, forwarded by Provost, reviewed by Faculty Dev. & Research

Regents Professor Award (TSUS System)—Comments from ExCom forwarded to Provost; Current elected committee would consider candidates for Lamar

Strategic Plan Open Forum—Next is Thurs., March 22
-Background (Doblin notes)
-Strategic Plan: Directives, Initiatives, Actions

Assessment Status & Monitoring—Two new committees (see handout)

Announcements:
-Library now open till 2:00 am; will be shuttle service
-Regents approved naming of John Gray Center map Room for
Elvis Mason
-3000 & 4000 level Distance Ed. courses online this summer; ¼ summer salary, replace money in dept. at adjunct rate; 12 courses available; if successful, next summer also
-Rec. Sports Center fee for faculty = $250.00 or $20.00 @ mo.
-TSUS Chancellor Mathews wants Centennial Publication; already has engaged archivist from Gray Lib. & Keith Carter

Mark Asteris reported on Staff Appreciation Day.
o April 20 will be Staff Appreciation Day
o We have put the money in a TACT account but it should be in LU account.
o We would like to get back to giving scholarships for staff family members.
o We would like to continue to give appreciation gifts.
o We cannot simply give them a check because it will have withholding.
o We can give them gift cards to eliminate this possibility
o There are a variety of options about how to handle the account.
o Turn it over to the LU Foundation. This option is supported by the executive committee.
o We could keep the account in TACT’s name. This option is not approved of by the business office.
o Suggested donation by faculty and Administration is $20, but more is appreciated. Letters will be sent out next week about purchasing tickets and making donations.
o There is currently around $7000 in the SAD account and we’d like to be able to give the same scholarship amounts every year. The foundation will know how best to manage this.
o Volunteers are needed to solicit prizes. We are aiming for around 20 door prizes.
o On a separate issue, Mark Asteris asks for people to email him if they have issues with my.lamar because he is the chair of the my.lamar committee.

Budget and Compensation—Ann Matlock
o The budget and compensation committee met on February 14, 2007. We are studying the salary and budget figures for FY07 for each college and department. Members of the committee will share their findings when the committee meets this month. The Committee will meet on Wednesday, March 21, at 3:00 p.m. in Galloway 218, our usual meeting room.
o Last Wednesday President Simmons met with the Executive Committee of the Faculty Senate and shared information on some additional salary equity raises, not included in our original budget data. I met this morning with Mike Ferguson, Vice President for Finance and Operations, to request updated information on salary changes that have occurred since the FY07 budget was printed. He was very helpful and has requested a copy of this information for use by the Budget and Compensation Committee.
o Mr. Ferguson also promised to make this more recent information available online in the near future. I have requested that, if possible, the information be organized by college and department, rather than alphabetically by name, to make it easier to understand. Mr. Ferguson was in agreement with this suggestion and will provide the information in this form if it is possible to do so.
o The members of the Budget and Compensation Committee hope to pool all of our research at the March committee meeting, so that we can develop a summary of our findings to share with you at the next meeting of the faculty senate in April.

Academic Issues—Jeremy Shelton
o Surveys have been designed to determine why online faculty evaluation results are so low. There is a survey for students and another for faculty.
o Please review the surveys and send comments to Terri Davis.

Faculty Issues—Lula Henry
o We are looking at hiring processes because of the request made last month. We believe this was precipitated by a specific situation that has been rectified, but we are still working with human resources.
o We were asked to review a document from Dr Doblin.
o We are still looking at parking.

Faculty Development and Research—John Gossage
o We reviewed a document sent by Dr Doblin requesting feedback about new faculty orientation. There were seven suggestions made.
o The current Human Resources orientation, geared towards choosing retirement and insurance plans, is insufficient for meeting the needs of new faculty. Lamar University needs to develop an orientation course specifically for new faculty.
o Another flaw of the current Human Resources orientation is that the new faculty have only a short time to decide on retirement and insurance plans. Thus, the committee suggests that the forms describing these plans be sent to the new faculty in advance, so that they have sufficient time to choose wisely.
o Give course load reductions to new faculty. While this is currently done in some (but not all departments), a university-wide policy should be implemented.
o Collect samples of F2.08 forms as well as Promotion and Tenure packages to show new faculty good (and, perhaps, bad) examples of each.
o Encourage each department to establish a mentoring program, in which senior faculty assist the new faculty to adjust to the requirements of the teaching profession.
o Produce a canned (online, PowerPoint, video, etc.) orientation program that covers the major points of interest to new faculty and emphasizes the road to Tenure and Promotion. Also, devise some method to ensure the participation of new faculty.
o Encourage new faculty to join the New Faculty Association, so that they get a chance to meet one another.
o We will meet in two weeks to discuss how to improve participation in the development grant process.

Distinguished Faculty Lecture—Steve Zani
o We have received the nominations and are waiting for the actual documents from the nominees.
o We will meet during spring break but not the following week
o The number of nominations has decreased during the past five years and we need to review the process of solicitation for the future.

Old Business
o Parking has improved in the morning due to the students giving out tickets, but the afternoon has not improved. The drive near the recital hall has become a bottleneck. Actually handing out the tickets seems to make a difference. Towing cars in the red zones would also help.

New Business
o The paperwork for promotion and tenure are basically the same, so it would make sense to use one set of paperwork. This is especially true since Dr Doblin is urging the coupling of the two. Lula Henry is asked to review this issue in committee.

Open Discussion/Comments
o None

Motion to adjourn at 4:10 p.m. by Valentin Andreev and seconded by John Gossage.