

Faculty Senate  
Lamar University  
April 6, 2016  
8<sup>th</sup> floor Mary and John Gray Library

Attending: **Arts and Sciences:** Cristian Bahrim, Tom Sowers, Kami Makki, Valentin Andreev, Ana Christensen, Judy Smith, Jiangjiang (Jane) Liu, J.P. Nelson, Chandru Chandrashekar, Ming Lou Martha Rinker, Cheng-Hsien Lin, **Business:** Seokyon Hwang, Ricardo Tovar-Silos, Karyn Neuhauser, Vivek Natarajan, **Education:** Ken Young, Dorothy Sisk, Cristina Rios, Diane Mason, Vanessa Villate, Randy Davis **Engineering:** John Gossage, Qin Qian **Fine Arts and Communication:** Nicki Michalski, Bryan Proksch, Joel Grothe, Xenia Fedorchenko, Zanthia Smith, Richard Gachot **Library:** Michael Saar, Sarah Tusa **Lamar State College Port Arthur:** Mavis Triebel **College Readiness:** Melissa Riley

**Absent:** **Arts and Sciences:** Patricia Heintzelman, Stacey Knight, T.J. Geiger, Jennifer Ravey, Jennifer Daniel, Adrienne Starnes, Mark Mengerink, Carol Hammonds, Roger Cooper, James Armacost, Ted Mahavier **Business:** George Kenyon **Education:** Janice Kimmons, Rick Carter **Engineering:** Paul Corder, Wendell Bean, Jenny Zhou, Xinyu Liu **Fine Arts and Communication:** Connie Howard

**Call to Order:** 3:32 p.m.

**Guest Speakers:**

- Chief Hector Flores (LUPD) and Kevin Smith (Senior Associate Provost)
  - Chief Flores introduced himself and began to discuss concerns and issues about campus carry.
    - At approximately 2 pm on May 27, the LU campus carry policy will be posted online unless it is not approved for some unforeseen reason.
      - It was put together by an LU committee.
      - President Evans edited the policy.
      - It was reviewed by our system lawyers.
      - Some tweaks were made based on those recommendations.
      - It went to the Board of Regents for final approval.
      - Once it is approved it will be posted on our homepage.
    - Once it goes into effect, then comes significant work including placing signage, training and making sure communication takes place.
    - The bill becomes effective August 1, 2016.
  - LUPD has been increasing the number of officers in order to increase campus safety.
    - They are adding guards to bigger buildings.
    - If you need to stay late and work in a building, you can call the security office to inform them and they will check on you.
    - Safety officers are also available to walk people to their cars and such.
    - They have fixed burned out bulbs and replaced a lot of the lighting.

- They are transitioning to new security cameras.
    - There is now a citizen's academy that teaches people what LUPD does.
      - They teach response to active shooter class, self-defense class and personal safety awareness.
  - The Chief did not know if there will be changes made to buildings, doors and such to improve safety related to campus carry.
  - If you want training for your department or program, contact the Chief and he will set it up.
- Brenda Nichols, Associate Provost
  - She is taking an institutional perspective in her new position. This includes taking on the interim VP for digital learning position.
    - There is a need to connect AP and distance education. It is frustrating for our students when the classes do not carry over from one to the other.
    - There is a "work smarter not harder with digital" program in the works.
    - There will be an increase in hybrid classes, and this will give faculty more flexibility.
    - A digital taskforce has been implemented. They will look at support services, access to technology, and how distance education's faculty standards are implemented. They want to determine what we need technology-wise.
    - We just re-subscribed to Linda.com and are hoping to add NBC Learns.
  - She is working on faculty scheduling issues.
    - F3.2 forms are being processed too late to head off problems. Some faculty are teaching 7-9 classes per semester. This is too much and a violation of federal wage laws.
  - She will be adding Program Improvement Reports into WEAVE.
    - Some are used for institutional purposes.
    - Some are necessary for SACS review.
    - Some need to be posted to THECB for review.
  - She is setting up a new department chair training session.
  - She is hoping to establish a new faculty celebration where new and current faculty (along with their families) can mix and mingle. The current thought is that it should be a picnic at Gladys City and have square dancing.
  - We need to work on the financial piece of our agreement with AP.
    - One idea is to set up profit sharing with departments. This would allow departments to hire additional people to help with the course load.
  - We currently have over 1000 online courses.
    - They vary greatly in quality.
    - There needs to be a way to bring them all up to a common standard.
    - Every college should have an instructional design assistant to help faculty in setting up their classes.

- We need to have closed captioning on all online courses.
  - Currently some have it, others don't.
  - The ideal would be to have staff or paid student workers deal with this issue by watching and transcribing the captioning.

**Approval of Minutes:** Judy Smith made a motion to approve the minutes from the last meeting. Valentin Andreev seconded the motion, and it carried.

**President's Report:**

- We need to get the elections done so there can be a full roster for the second May meeting where the new officers for 2016-2017 will be selected.
- We need volunteers to review testing software. We are planning to replace ProctorU. If you would like to volunteer, let Sarah Tusa know.
- President Tusa is planning to meet with Pete Kelleher to discuss REG funding and feedback.
- There has been an edict to decrease scores on F2.08 forms. However, that does not mean the process is scrapped. Chairs need to follow the criteria as established.
  - There is an appeals process if your scores were lowered without justification.
  - If there is a serious grievance, please let Sarah know so she can address the issue with Provost Marquart.
  - We don't want the scores to be unrealistically low or high.
  - There needs to be linkage between the F2.08 and the tenure and promotion process. Deans and chairs need a mechanism to ensure that they are using the forms correctly so faculty members are not surprised when they go up for T&P.
  - All criteria need to be consistently and fairly applied.

**Committee Reports:**

- **Academic Issues:**
  - The calendar will be changed for 2017. It will keep the extra minutes in the class periods but create more time between semesters.
  - The syllabus template is under construction. It will incorporate all required policies and provide common structure.
- **Budget:**
  - President Evans has been asked to create a committee to examine equity, compression and so forth.
    - The group was told that this would be done by Provost Marquart and VP for Finance Cruz Melvin.
    - The committee suggested that they begin by looking at the Cooper data.
  - It is likely that our budget from the legislature will be affected by the price of oil.
- **Distinguished Faculty Lecture:**
  - The committee will meet next Wednesday to review 5 applications.

- Faculty Issues:
- **Faculty Issues:**
  - Data collection is largely done for the P&T issue.
    - 6 year promotion is fairly standard.
    - The administration has said it will implement outside review if we push for 6 years.
    - Faculty senate voted to approve the 7 year system, so we would be rescinding our previous work.
    - It will probably be better for the committee to work on establishing a process for early promotion. This will make it easier for a person to pursue an earlier promotion but not lead to every candidate having an outside review.
      - The process needs to include check points for early application and should include external review.
      - Valentin Andreev made a motion that George Kenyon writes a plan to establish the early promotion policy and send it to the Faculty Issues Committee. Tom Sowers seconded the motion, and it carried.
- **Research:**
  - Faculty want feedback on their proposals, so a meeting with Pete Kelleher has been set up.
- **F2.08 Task Force:**
  - The results of the survey have been tabulated. There are more departments using Appendix 2 than thought, but it is still far from standard practice.
  - It looks as if most departments need to go through a revision or implementation of their standards.
  - There is need for a mechanism to ensure that chairs are using the form correctly and that all sections are being used.
  - Chairs having the attitude that “nobody can get a 5 because there is always room to improve” fails to acknowledge when a faculty member has an outstanding year. A 5 should be saved for extraordinary years but be possible.
- **Staff Appreciation Day:**
  - We need volunteers to fold fliers, hand out tickets and so forth.

Adjournment: 5:10 p.m.