

**Minutes**  
**Faculty Senate Meeting**  
**University of Louisiana at Monroe**  
**August 23, 2007**  
**ADMN 2-105**

**Members Present:** Monica Bontty, Joseph Feldhaus, Stephen Fox, David Hare, Cecil Hutto, Kitty Kervin, Megan Lowe, Lance Nickelson, Mona Oliver, Shirlee Owens, Linda Reid, Donna Rhorer, Jeff Rush, Pamela Saulsberry, Dorothy Schween, C. Turner Steckline, Bruce Walker, and Holly Wilson

**Members Absent:** Brett Bennett

**Members Excused:** John Sutherlin and Sally Davidson

I. President C. Turner Steckline called the meeting to order at 12:30 P.M. Secretary Rhorer called the roll.

II. Minutes of May 3, 2007, were distributed. Mona Oliver moved to accept the minutes as amended.

III. President Steckline welcomed and recognized new Senators Bontty, Hare, Reid, and Rush. She also thanked Past-President Dorothy Schween for her service to the Senate last year.

A. FS contact sheets were distributed to members so they could correct or update information.

B. A packet of pertinent materials was presented. Items included the FS Constitution and Bylaws, 2 guides to parliamentary procedure, a copy of the tentative Faculty Handbook, proposed policy regarding how changes will be made to the Faculty Handbook, results from the Survey Monkey generated last semester, policies and procedures document, committee assignments for the year, and a list of university committees.

C. Next, the President reminded Senators of their responsibilities to their constituents. She also explained that the body would work in committees this year. Committees will report their findings to the larger body; then, they will ask for discussion and a vote. Proposals not accepted will be sent back to the committee.

IV. Committee Reports

A. Executive Board

1. Faculty Handbook Actions since May

Secretary Rhorer distributed a draft of a report labeled End of Term and Summer Work 2007. The report detailed meetings of the Executive Board with President Cofer and Provost Richters and work by Senators on the Faculty Handbook. Work on the Faculty Friends Project will be added to the report. Senator Lowe moved to accept the minutes, and Senator Wilson provided the second.

2. Faculty Senate Open Seats

Senators John Knesel and Holly Casey have resigned; Senator John Rettenmayer's term has expired. Faculty members recommended to fill their seats are as follows:

Anna Hill from Biology

Mark Doherty from Education  
Fred Adams from Foreign Languages  
Melissa Melancon from Business

B. Academic Standards has turned in proposed changes.

C. Constitution and By-Laws has recorded 2 changes this year (details in the April minutes).

D. Elections Committee will meet in January.

E. Faculty Welfare met quite often last semester and created a plan for a Faculty Friends Program for first year faculty. It comes out of faculty responses gathered using the Survey Monkey last semester; respondents had wished for mentors when they were newly on board. New hires had also expressed concern over receiving a first paycheck at the end of September. President Cofer has addressed this issue and initiated some financial relief. Faculty Friends will also help in acquainting new faculty with various computer programs and other paper work required of them. Senator Wilson has invited faculty to serve as mentors, and has had good response from faculty members. Faculty Friends will meet with Senators on Friday, August 31, 2007, in Stubbs 219 from noon to 2:00 for a social.

Senator Schween asked how the program fit in with the notion of departmental mentors. The program is not to be mistaken for academic career mentoring programs particular to departments, but is one in which faculty members volunteer to orient new faculty to the many computerized and other processes specific to ULM.

F. Fiscal Affairs had no report. Dave Nicklas and Gail Parker are both willing to come to the Senate to discuss budgetary concerns.

#### V. University Committees/Committee on Committees

While many senators serve on university committees reporting directly to the Senate about work within those committees (TLRC, Commencement, Council for Teacher Education, Honors, Research, Curriculum, Undergraduate Curriculum, Shared Governance, International Education Council, and Recruitment), many more committees have no Senate representation; therefore, no information comes to us from them. The body needs to connect university committees and the Senate so we know what is going on across the university.

#### VI. Unfinished Business

Senators must complete their review of the Due Process and Procedures Document with particular attention to numbers 5, 6, and 7 under Tenure Procedures regarding the elimination of the college level committee in the promotion and tenure process. Senators discussed the pros and cons of such an action. In addition, Senators discussed initiatives within colleges to require departments to quantify requirements for tenure and promotion (for example, the number of publications necessary for tenure). Senators questioned how this fixed number of publications, etc. would be applied across departments /disciplines within a college. In addition, Senators wanted to know which policy of the many currently being developed takes precedence over which.

President Steckline noted that we have marked this section of the faculty handbook as being under construction and that we have not scrutinized the document and we should. If departmental faculty members and the head agree, there is no problem. The problem occurs when one disagrees with the other; then, a committee is named. Holly Wilson moved that we refer the matter to the

Faculty Welfare Committee and to the Executive Board. The vote to do this was unanimous. Senator Feldhaus seconded the motion.

The next topic considered was post tenure review. Since we go through an annual review, the Senate holds with the position that we need not have post tenure review because annual review is post tenure. Senator Wilson moved that we send this also to Faculty Welfare Committee. Senator Feldhaus provided the second. Senator Owens noted that the AAUPs position is that any review of us should focus on how we are developing after tenure. She added that after tenure, the burden of proof is on the administration to prove unworthiness, not on the tenured faculty member to prove otherwise.

#### VII. New Business

Election of President-elect and Secretary-elect of 2007-2008 (officers for 2008-2009) will take place next meeting. Both positions carry a reduced load classified as administrative.

Meetings are scheduled as follows:

September 6, 2007 ADMN 2-105  
September 20, 2007 ADMN 2-105  
October 18, 2007 ADMN 2-105  
November 18, 2007 ADMN 2-105  
November 29, 2007 ADMN 2-52

Additionally, if anyone else wants to address us, we will have to call a meeting. We are happy to do so.

Senator Wilson reminded Senators that new faculty members have been invited to a social with us on Friday, August 31, 2007, in Stubbs 219 from noon to 2:00. She asked those who will attend to sign-up to bring food.

Next, President Steckline read a note from the Provost asking if the Senate wanted an explanation about this year's raises from Deans and heads of College Budget Committees. Presenters will be asked to bring a written statement of the policy used in the process. Senator Feldhaus moved to vote on inviting them. Motion carried.

Senator Walker asked if faculty should be the vehicles to approve programs at ULM. In other words, should there be a bottom up approach? He would like us to consider this. Senator Schween noted that in the past when we have talked about having faculty members do program review; the idea has received negative reviews. Regarding program review, President Steckline noted that former Senate President Rick Normans document dealing with termination of programs had been sent to the administration during his tenure but that it has never received a response. She suggested that when we discuss the topic of program review we should start with his document.

Megan Lowe asked everyone to complete the library survey she had distributed.

At the beginning of our next meeting, we will have memorials read into the minutes.

VIII. Senator Feldhaus moved to adjourn; Senator Walker gave the second. The meeting was adjourned at 1:55 P. M.

Respectfully Submitted,

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