

**LAMAR STATE COLLEGE-PORT ARTHUR
FACULTY SENATE MINUTES
February 5, 2021 TEAMS Meeting On-line**

Attendance:

Academic

Michelle Askew
Caitlin James
Christina Wilbur
Jim Cammack
Nancy Longlet
Michelle Judice
Erik Hernandez

Technical

Maurice Abelman
Jim Powel
*Helen Fonteno
*Morgan Chaddick
*George Bohn
Tonya Harbert
*Matthew Roe
*Sherry Lejeune
*Blas Canado
JoAnna Gott
Brandon Buckner

Staff Rep:

*David Morales

Adjunct Rep:

Chelsey Galloway

*Denotes Absence

Call to Order

Jim Cammack, Vice- President, called the meeting to order at 12:05 p.m. Christina Wilbur, President Joined the meeting in progress at 12:15pm.

Approval of Minutes

Minutes were accepted as presented with a motion by Michelle Askew and seconded by Michelle Judice. A quorum was reached with twelve of eighteen members of the Senate in attendance.

Welcome

Correspondence

No Correspondence

Old Business

- Compensation issues – addressed by Jim Cammack in the Finance & Compensation Committee
- Synchronous On-Line classes
- Grading Policy- Grade Rounding
- Faculty Landing page for training

New Business

- Bookstore being demolished on Campus
- College investigating SHSU hosting Blackboard with 24/7 tech support
- Retirement of several Faculty staff members
- College investigating new textbooks systems including OER

Committee Reports

Academic Issues: No Report

Awards Nominations: No Report

Facilities: No Report

Faculty Development Welfare: No Report

Faculty & Campus Relations: No Report

Finance/Compensation: Jim Cammack reported continuous work on compensations issues previously addressed. See attached report.

Tribute Fund: Jim Cammack reported \$90 in the fund

Ad-hoc Committees:

Social Committee: No Report

LU-B Faculty Senate: University had no Faculty Senate Meeting Minutes posted on their website for past three months

LIT Faculty Senate: Faculty had no Faculty Senate Meeting Minutes posted on their website

LSCO Faculty Senate: Faculty had no Faculty Senate Meeting Minutes posted on their website

Executive Committee Report: Dr. Betty Reynard, Dr. Pam Millsap, Christina Wilbur, Jim Cammack, and Brandon Buckner met to discuss events on campus on February 4, 2021 and a report was given to the Faculty Senate.

The meeting adjourned at 12:45 p.m.

Brandon Buckner, Secretary

Finance/Compensation Committee Report 2/5/21

Meeting with Dr. Milsap 2/4/21

1. Christina Wilbur and Jim Cammack met with Dr. Milsap on 2/3/21
2. The purpose of the meeting was to discuss the following faculty concerns:

Faculty Compensation Concerns

1. Salary compression (new hires vs existing faculty)
2. Overloads for existing faculty vs. adjuncts
3. Online class sizes
4. Reductions in Summer compensation
5. Elimination of stipends for the creation of new online classes
6. Relatively low overload pay at LSCPA
7. Pay of LSCPA faculty relative to other similar institutions
 - a. Comparability to Other Colleges
 - b. Comparability to High Schools

3. The initial part of the meeting was spent discussing the Salary Compression issue (see document below). Cammack and Wilbur expressed concern that there seemed to be a lack of transparency and unfairness and that faculty felt disheartened because new hires were hired in at higher salaries than existing faculty.
 - o Dr Milsap said, yes the salaries of new hires have indeed been elevated to enable LSCPA to better attract candidates.
 - o Dr. Milsap said she is aware of the issue with wage compression and was sympathetic to faculty concerns.
 - o She explained the base salaries have changed and but Dr. Reynard wanted to wait to publicize them until they had a chance to see how the implementation went.
 - o She said they had addressed some of the “worst cases” of salary compression and had adjusted some salaries on an individual basis. Cammack and Wilbur asked if faculty should be encouraged to contact Dr. Milsap individually about salaries, and Dr. Milsap said no.
 - o We asked if something could be done about the salary compression issue. Dr. Milsap said not at this time but we could look into it during the next budget cycle.
 - o We asked if there was concern that the Faculty Handbook was not being followed. She said the current handbook was too procedural--rather than only containing more general policies-- and Dr. Davis was working on a new handbook
4. We also expressed to Dr. Milsap that, though we have brought the other compensation concerns to them (Dr. Reynard and Dr. Milsap) previously, we wanted to be sure keep these issues in the forefront. We would like there to be initiatives to address these in the future.
5. Overloads for existing faculty vs. adjuncts. Dr. Milsap said yes, she understood the concerns, but we need to maintain our adjunct pool. She also mentioned there had been discussion by the campuses of having multi-campus instructors.

Wage Compression Issue

Initial Employment Policy from Faculty Handbook

Source: Faculty Handbook as of 12/4/20 <https://www.lamarpa.edu/Lamar/media/Lamar/Files/full-time.pdf?ext=.pdf>

AB. Wage and Salary Administration.

Lamar-Port Arthur has adopted a compensation plan that is applied to all full-time faculty members at the time of initial employment. The plan does not take prior teaching experience into consideration when establishing the beginning salary but instead uses levels of education according to the following schedule:

Certificate	\$34,500
Associate Degree:	\$34,500
Bachelor's Degree:	\$34,500
Master's Degree:	\$36,500
ABD:	\$39,500*
Doctorate or Approved Terminal Degree:	\$42,500

Following initial employment, Lamar-Port Arthur does not utilize a faculty salary schedule that includes fixed increases or that places limitations on the earnings of faculty members who reach certain steps. In accordance with state law, salary increases for faculty are based on merit except in cases when an appropriation act of the Legislature is made for the purpose of across-the-board increases (Section 51.0065 Texas Education Code). Salaries may be adjusted when faculty members earn the master's and doctoral degrees or reach ABD status. When salary increases are granted on the basis of merit the following factors shall be taken into consideration:

1. Performance on the Annual Faculty Report (Form F2.08)
2. Results of the student evaluation of instruction
3. Length of full-time service at the college.

Faculty members should refer to Section 3 of the institution's *Administrative Policies and Procedures Manual* for additional information on compensation, including initial placement on the payroll; part-time and overload salaries; and substitute instructor compensation and procedures.

The Vice President for Academic Affairs, Vice President for Finance, and Director of Human Resources shall review compensation criteria and application to ensure compliance with federal and state requirements.

*ABD status is reached when the faculty member has completed all of the coursework required for a doctorate prior to the fall semester with the exception of dissertation courses. Documentation is required.

Revised July 2012

Initial Employment -- Recent Hires

source TSUS Board Meeting Minutes and Board Materials

TSUS Board Mtg Date	Degree	Pay	Appointment
December 2020	A.S	\$49,000	12-month
August 2019	M.A.	\$40,000	9-month
August 2019	M.S.	\$40,000	9-month
February 2020	A.A.S.	\$38,000	9-month
February 2020	Ph.D	\$43,000	9-month
August 2020	M.A.	\$41,000	9-month
August 2020	M.S.	\$41,000	9-month
August 2020	A.A.S.	\$39,000	9-month
September 2018		\$36,500	9-month
September 2018		\$46,000	12-month