CALL TO ORDER: The meeting was called to order by F. Ayadi, Faculty Senate Chair, at 2:23 P.M.

APPROVAL OF MINUTES: Senator Diaz moved that the minutes of the meeting of September 21, 2000 be approved; Senator Coleman seconded. The minutes were approved unanimously with the correction that Senator Enid Jones presented part of the Faculty Assembly report at the September meeting.

REPORT OF THE CHANCELLOR: The Chancellor expressed his regret at his inability to be at recent Senate meetings but reiterated his appreciation for the work of the Senate. After stating that it often takes enormous time to put things into action, he stated, "I am pleased to say that we are about home as it relates to the Senate Proposal on Selection, Evaluation and Retention of Department Chairs. The proposal is ready for implementation in 2000-2001. A few matters of wording need to be changed."

The Chancellor feels that the rating of whether or not the Chair should be removed should be eliminated. Chairs should be given the opportunity to improve. If poor performance continues in the following year, it will be reflected in the ratings and alert the administration that chair replacement is required.

The Chancellor went on to state, "I want to bring closure to this matter within the next 30 to 45 days. From my personal perspective, the administration does support the rotation of chairs, but for salient reasons, based on factual information."

Dr. Anthony distributed the most recent survey of graduating seniors. The Chancellor noted that although we did well in many areas, the responses on advising and on intellectual environment were rather low. An advisement center will be up and running soon. He asks that faculty spend some time discussing these survey results with students.

The Chancellor asked for comments from the Senators.

Senator Diaz stated that one problem on campus was the Registrar's Office. He said that he would like to see the same diligence exhibited in graduating students as in obstructing their graduation. They are part of the problem not the solution. Committees are appointed which consist of "Yes" men. He went on to tell the Chancellor "There is a wall surrounding you, preventing contact with students and faculty members." The Chancellor asked the Secretary to clearly record that he hears this. He is aware of that wall.

Senator Mitisya, commenting on the lack of intellectual environment, said that he could not remember the last time that we had an energizing speaker. He went on to say there is an endemic morale problem.
The Chancellor responded that on the matter of speakers and so forth, decisions and recommendations should emanate from the faculty. Senator Mitisya responded that faculty are continually told there is no money. The Chancellor went on to say that he believed students should hear people of various views.

Senator Franzblau then brought up the proposal revising the university's anti-discrimination statement, which had passed the Senate last year but has not been implemented. She asked, "Why was the statement sent to a committee when at a meeting with the Senate it was understood that it would be sent directly to the Board? What you have done is develop a committee to study the matter. Why?" Senator Franzblau went on to comment that the committee in question had no faculty members on it; the chair, after examining a list of the committee members, asserted that, indeed, there were no faculty members on it.

The Chancellor stated that he was advised by the university attorney to put that proposal through the process and stated emphatically that he would do what was necessary to expedite the process.

Senator Franzblau stated, "It is very demoralizing to pass proposals and then have nothing done. It is demoralizing to have you change your mind without informing the Senate." The Chancellor reiterated that he would expedite the process on that resolution.

Senator Hargrove stated that intellectual environment is a vague term. "I think that there might be confusion among students and we might need to define the term." He went on to point out that some items on the survey, which received very high scores, actually are indicative of intellectual environment.

The Chancellor responded that forty years ago on this campus the intellectual environment was very high. He said, "Maybe I have missed something but I expect professors to be the initiators; creativity and intellectualism needs to emanate from the faculty....I see a lot coming out of Education but not from Arts and Sciences." A number of Senators from Arts and Sciences spontaneously interjected, "Come to our classes."

Senator Diaz stated that minimal salary raises have had a bad effect on the morale of faculty colleagues in many departments.

The Chancellor stated that President Broad has before the legislature a list of cohort institutions and their salaries across the country. She wishes to bring salaries up to the level of those institutions. He stated "No one has worked harder than Dr. Massey and I to bring equity to salaries on this campus."

Returning to the matter of intellectual environment, the Chancellor said, "I have a high level of expectation for university professors. I expected to come into an environment where the faculty led the university. I can't put it into you."

Senator Mitisya said, "We need to establish dialogue at our retreat."

In closing, the Chancellor encouraged the Senators to support the bond issue, commended Felix Ayadi's professionalism, and told the Senators,"I am busy and sometimes things get
away from me, so remind me."

FACULTY RETREAT: Senator E. Jones announced that the retreat would be held from 8 A.M. until 8 P.M. on November 30. Senator Mutisya will be the main facilitator and 50 faculty members can be accommodated.

At this point Senator Burns read a resolution in support of the bond issue, and then moved that it be approved. Senator Diaz seconded. The resolution passed unanimously.

Lauren Burgess then spoke to the Senate about the importance of the bond and encouraged Senators to volunteer at the polls.

REPORT OF THE CHAIR OF THE SENATE: The Chair stated that we need to end Senate meetings at about 3:30. We intend to survey faculty about issues of concern to them and present that information in some public forum during the year. He told the group that Vice president for Academic Affairs Battaile will be visiting the campus on January 24, 2001 and that Keith Howell, chair of the Faculty Assembly, will attend our next meeting on November 14, 2000.

COMMITTEE REPORTS:

Committee on Committees; Senator Brooks reported that the committee had no quorum at its last meeting. He, however, recommended the following individuals to chair committees of the Senate:

- Senator White, Welfare Committee
- Senator Mutisya, Governance Committee
- Senator Radford-Curry, Faculty Evaluation and Development Committee.

Senator Franzblau moved that the report of the Committee on Committees be rejected; Senator Diaz seconded the motion. The motion passed unanimously.

Senator E. Jones nominated Dr. Clarence White for Chair of the Faculty Welfare Committee. Senator McShane seconded the nomination. The Senate unanimously elected Dr White Chair of the Faculty Welfare Committee.

ADJOURNMENT: The Senate adjourned at 3:40 P.M.

Respectfully submitted,
Edward McShane