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August 30, 2017 Proposed Faculty Senate Minutes

The meeting, held in the Faculty Club of the Whitten University Center, Gables Campus, opened at 3:30 p.m.

CHAIR'S REMARKS

Senate Chair Tomás Salerno welcomed attendees back to a new academic year and noted that he is ready for a new, productive year. The Chair recognized meeting attendees including Board of Trustees members, the President, Provost, Chief Operating Officer, Senior VP & CEO of UHealth, deans, other administrators, Faculty Senate members, and faculty members. The Chair pointed out that there had been many changes in the administration this year and explained that some of the new leadership will be introduced at this meeting.

A new form was created this summer to be used for all proposals in an attempt to standardize submissions, making it easier for proponents to understand required materials, and for Senate members to verify that all requirements have been met. Additionally, the Senate office staff developed a new website that includes more information and is easier to access. He asked that members send suggestions to me.

The Chair outlined that he has appointed new members for the standing committees and reminded attendees that the work of the Senate begins with these committees. The General Welfare Committee (GWC) had no objections to extending the committee chair terms for chairs of the Equity and Inclusion (Shouraseni Sen Roy), and Facilities and Planning (Glen Wiley) Committees.

He explained that both the REGULAR FACULTY and the Board of Trustees approved Legislation #2016-59(A) that limits how often faculty can request a review of their tenure or promotion.

Congratulations were extended to School of Business Administration Professor Chester Schriesheim, Department of Management, as the recipient of the 2017 Distinguished Career Award. This award, given by the Research Methods Division of the Academy of Management, recognizes distinguished scholars who have made significant contributions to the advancement of research methodology.

A moment of silence was held in recognition of the passing of William Sandler, Jr., much beloved former Dean of Students.

The Chair pointed out that Legislation #2016-33(B) – “Establishment of a Master of Science (M.S.) degree in Skin Biology and Dermatological Sciences (S.B.D.S.), Miller School of Medicine, Department of Dermatology and Cutaneous Surgery” will be offered partially online, that is, as a hybrid. Since this information was not included as part of the proposal, it was

requested that the proponent send the Senate office a list of classes and the modality. This was done, and the list is in our office. There were no objections from the GWC.

In Legislation #2016-52(B) – “Modify the Current Graduate School Policies Regarding Online Transfer of Credit Policy,” there was an error in the documents that were submitted to the GWC and Faculty Senate. Provost LeBlanc deemed the sentence “Online-earned credits may be accepted” unnecessary, therefore it was removed from the legislation sent to the President. It was important to finalize this immediately, so that the policies could be implemented in the fall. This was not considered substantive by the Senate leadership, so it was removed and the legislation was forwarded to the President without the sentence. However, this NOTICE of the change is given to members. There were no objections from the GWC.

The Chair asked if there were any objections to moving the Board of Trustees Chair Remarks until after the introductions. There were no objections.

PRESIDENT’S REMARKS

President Julio Frenk noted that it was great to be back for a new year and explained that recruiting many new leaders occupied much of his summer. He communicated his annual welcome message this year via video, a new format that students may find more appealing.

The President noted that UM is a “magnet for talent” and was pleased with the newly recruited leadership team, and impressed with the caliber of candidates for those positions. Among the newly appointed candidates, in attendance at today’s meeting were Executive VP and Provost Jeffrey L. Duerk, COO Jackie Travisano (in a newly restructured position, who will recruit a CFO who will report to her), Business Administration Dean John Quelch, Miller School of Medicine Dean Edward Abraham, Nursing and Health Studies Dean Cindy Munro, and Chief Compliance Officer of Health Affairs A. Barry Grosse. Additionally, Maria de Lourdes Dieck-Assad was appointed to a newly created role as vice president for Hemispheric and Global Affairs, and Ryan Holmes, was appointed as the Dean of Students. The President also introduced Marilyn Holifield, as the chair of the Board of Trustees Academic Affairs Committee.

The “cruise ship” approach was adopted for students’ move-in day, which received great reviews from parents and students. Although the final Benchmark numbers will be released in October, the preliminary reports show that through a targeted approach, the admission rate was successfully decreased and the yield rate increased. Of the 2178 new freshmen students, the diversity rate has continued to increase, representing 53 countries, 45 different states, the District of Columbia, and two US territories. There are 10, 600 undergraduate degree seeking students, and 6000 graduate students. Of the 140 new faculty members, 74 are tenure/tenure-earning (more than 90 from the Miller School of Medicine).

There was intentional deceleration of the implementation of the Strategic Plan (Roadmap to the New Century) to give an opportunity for the new leaders to influence the new plan. Leaders will meet with the Board of Trustees at their retreat on September 15 to discuss the Strategic Plan, with the goal of presenting the plan for formal approval by the Board of Trustees’ February meeting. He plans to report back to the Senate on the plan, and would like to dedicate a session specifically for this purpose. The plan will inform the strategy for the next capitol campaign, launching the public phase in the fall of 2018.

The President explained that he is available to discuss the article in *Inside Higher Education*, and wanted to review the recent developments at the Institute for Cuban and Cuban American Studies. After initial listening exercises, where he met with many different groups including faculty, leaders, students, and various sub-groups of the Cuban exile community, there was consensus on the following messages 1) we should engage (there were different viewpoints of how to engage), 2) in engaging, we should uphold the principles of academic freedom, and 3) we needed to strengthen Cuban Studies at UM and with other Universities. During this time, the director of the Institute made the decision to retire. There were some media outlets that reported different events that were not true. Members of the exile community were anxious to know the circumstances, and asked to meet with the President. As is his policy, the President met with whomever requested a meeting, and met with them in what resulted in a very constructive meeting. It was clarified that the search for the new director is an academic process: done by academic members of the faculty, sometimes including students, regulated by our legislation, and led by the Provost. As in any search process, the administration is open to comments and suggestions.

The other point he would like to clarify is in regards to the statement made that UM does not engage in institutional agreements, as in a formal memo of understanding, with the Cuban government. He stated that there is no restriction or interference on any projects that faculty members at UM are collaborating on with their Cuban colleagues. His overriding value is academic freedom, and he will not violate that. It was also clear that he, as President, should not be signing agreements at the institutional-level with universities where the basic value of academic freedom is not respected. He explained to *Inside Higher Education*, that we value our colleagues in Cuba, and welcomes them to collaborate at UM, faculty can travel according to U.S. policy, and we will continue to facilitate the exchange of students and faculty in both directions.

He noted that at some point, there can be a broader discussion on the meaning of academic freedom. Moving forward for this Institute, the focus should be to continue what is being done, search for an outstanding scholar to serve as the director, and on the strong recommendation to strengthen our academic programs.

INTRODUCTION OF NEWLY APPOINTED COO JACKIE TRAVISANO

The Chair explained that his meetings with the COO have shown that she is accessible, open and innovative, and that he is very confident in her ability to assume this newly restructured role. Dr. Travisano noted that being at UM was the pinnacle of her career, and that she is looking forward to working with the Faculty Senate. The Chair explained that we will "have a chair" for her at our meetings.

INTRODUCTION OF NEWLY APPOINTED PROVOST JEFFREY L. DUERK

The Provost reminisced that his first introduction to UM was through former dean of the College of Engineering James Tien some years ago. He also noted his excitement with the new leadership team, emphasizing that the faculty are represented through their deans, and this new leadership influenced his decision to join UM. He also noted that he looks forward to working with the Faculty Senate.

INTRODUCTION OF NEWLY APPOINTED BUSINESS ADMINISTRATION DEAN JOHN QUELCH

The Dean expressed his delight to be at UM, located in a global city, and noted the School of Business Administration’s commitment to fulfill their role in the Roadmap Initiative.

INTRODUCTION OF NEWLY APPOINTED MILLER SCHOOL OF MEDICINE DEAN EDWARD ABRAHAM

The Chair explained that the Dean has had many outreach meetings and the two of them have met many times since the Dean arrived at UM. The Dean outlined that he has done so in his desire to “hear the faculty voice,” noting that this is a team exercise to help to move the School forward. He plans to take advantage of the organic synergies between the three main campuses and is anxious to join UM.

INTRODUCTION OF NEWLY APPOINTED NURSING AND HEALTH STUDIES DEAN CINDY MUNRO

The Chair noted the very impressive CV of this dean and her many accomplishments. The Dean stated her pleasure to be at UM. She noted that the School of Nursing and Health Studies is a “gem” in a spectacular institution. She pointed out that the School is number one in NIH grants in Florida and number 22 in the nation.

INTRODUCTION OF NEWLY APPOINTED CHIEF COMPLIANCE OFFICER OF HEALTH AFFAIRS A. BARRY GROSSE

The CCO acknowledged the great opportunity for his role at UM, citing the diverse activities at MSOM from a compliance perspective, and its many challenges, which makes it exciting for him.

Board of Trustees Academic Affairs Committee Chair Marilyn Holifield expressed her pleasure at attending the meeting, and welcomed the new academic leadership.

BOARD OF TRUSTEES CHAIR REMARKS

Board of Trustees Chair Richard Fain expressed his appreciation for the invitation to attend today’s meeting. He pointed out that each of the newly appointed leaders introduced today expressed their excitement at being at UM. This struck him as an indication of the level of excitement that UM generates, which he found very encouraging. During the various searches for new leadership, the search firms explained that UM is perceived in academia to be on an upward trajectory, which produced a very high caliber of candidates. Additionally, candidates were attracted by the caliber of President Frenk, and the Board Chair noted his pride to be part of this upward trend.

Mr. Fain acknowledged that there have been a lot of change at UM, pointing out that change can produce both turmoil and progress, resulting in synergies that can propel the university upward. He pointed out that making strategic, well-managed changes, as in the “cruise ship load in” for incoming residential students (of which, he pointed out that he was not involved), is a change in *process* that produced better outcomes, and resulted in greater satisfaction for those involved. Those involved had worked diligently in the past, were very dedicated, but by changing the *process*, rather than the *amount of work*, the results varied significantly. Change is created by people, and often minor changes can have major impacts.

The Board of Trustees is excited for the prospects of the university’s future, and they are appreciative of the effort it takes every day to do what is needed. He noted that progress is not

easy, and he was encouraged by those attending this meeting, who are demonstrating their commitment to moving the university forward.

STUDENT GOVERNMENT REPRESENTATIVES’ REMARKS

The Student Government representatives introduced themselves. They noted their excitement for the new initiative and welcomed the start of football season.

APPROVAL OF TODAY’S AGENDA

A motion was made, seconded, and the agenda was approved unanimously as amended (as noted above).

OTHER ANNOUNCEMENTS

A faculty member from RSMAS thanked the President for his investment in climate change during his first year at UM. He noted that UM has a history of investment in climate change, explaining that Dr. Shalala had been instrumental in recruiting republicans to join the climate change initiative.

A faculty member from the Miller School of Medicine urged the President to have “100 days of dialogue” as a follow up to the “100 days of listening” exercise. He also requested that at least 30% of Faculty Senate meetings be held on the Miller Medical School Campus.

A faculty member from the Theatre Department pointed out the accomplishment that the Theatre Department is ranked 12th in representation on Broadway.

The Chair expressed his great appreciation for the generous donation of Engineering faculty member Daniel Berg to the chair of the Faculty Senate to be used at his discretion. A round of applause followed Dr. Berg’s statement that this was a great organization and worthy of the donation.¹

The Chair also thank Athletics Director Blake James and his team for the donation of the polo shirts for Senate members.

APPROVAL OF MINUTES OF APRIL 19, APRIL 26 AND MAY 10, 2017

A motion was made, seconded, and the minutes were approved unanimously.

General Matters

UNANIMOUS CONSENT AGENDA

The following two motions came forward with the recommendation of the GWC.

- 1) Disestablish the University of Miami Global Academy (Online High School) – Rebecca Fox (Dean, DCIE) (The Academy closed in June 2017. There are no documents for this item.)
- 2) #Proposal for the Establishment of an Independent Minor, College of Arts and Sciences – Leonidas Bachas (Dean), Maria Stampino (Sr. Assoc. Dean)

There were no objections to the approval of these two items.

¹ Following the meeting, Dr. Berg clarified that the gift was in honor of Dr. Salerno “and deservedly so.”

UPDATE ON ENDOWED PROFESSORSHIPS

Vice Provost for Faculty Affairs David Birnbach outlined the 1) 100 Talents Initiative and 2) the Endowed Chair and Professorships. The 100 Talents Initiative's purpose is to enhance the faculty community with 100 newly endowed chairs by 2025, across all disciplines, while also attracting new programs to attract visiting scholars and practitioners from around the world. About 20 of these may be Presidential Fellows and Presidential Scholars, including the four who visited last year. This aligns with the other Roadmap Initiatives, enriches the learning experiences for both students and faculty, and enhances the reputation of the university. Deans gather nominations and submit them to the review committee, who review the applications and submit a list to the Provost and President.

The process for naming Endowed Professorships slightly varies by school or college, but all are approved by the Provost and President following confirmation of receipt of funding and a formal contract. Currently there are 162 Endowed Chairs and Professors at UM. 74% are at the Miller School of Medicine, funded mainly through grateful patients. The current preliminary fundraising goal for new Endowed Chairs/Professorships is 45, not including the MSOM. The new designation of a small number of named chairs would be "X University Professor, Y name of Benefactor." Faculty members must have teaching or research responsibilities in two schools or colleges at UM or two separate department in the College of Arts and Sciences. Nominations are made to the dean, and approved by the Provost and President.

He pointed out that a "University Professor" is not the same as a "Distinguished Professor." There are currently eight Distinguished Professors at UM, the highest honor as a professor. The selection process mandates that a school committee make a recommendation that is voted on by the current Distinguished Professors. The Provost and President give the final approval, and notify the Faculty Senate.

PROPOSAL TO MERGE THE DEPARTMENT OF GEOLOGICAL SCIENCES PROGRAMS FROM THE COLLEGE OF ARTS AND SCIENCES TO THE DEPARTMENT OF MARINE GEOSCIENCES IN THE ROSENSTIEL SCHOOL OF MARINE AND ATMOSPHERIC SCIENCE

College of Arts and Sciences Dean Leonidas Bachas summarized the proposal and highlighted that both schools have approved the merging of these two departments. RSMAS Dean Roni Avissar also emphasized that his school supported this merger.

This proposal comes forward with the unanimous approval of the GWC.

A motion was made, seconded, and unanimously approved.

OPEN ENROLLMENT UPDATE

Associate VP of Total Rewards Cristina Elgarresta and HR Manager Stephanie Piloto explained that there are no changes this year for employee health insurance benefits, although there is a slight increase in premiums. They are working on Medical claim issues that the Senate Chair had raised. There are no changes for dental benefits. New this year, short-term disability will be offered for faculty and staff. Also new is voluntary excess life insurance policies.

The presenters entertained questions for the floor.

PROPOSAL TO ADD A STUDENT REPRESENTATIVE TO THE SEARCH COMMITTEES FOR DEANS, SECTION A13.3 IN THE FACULTY MANUAL

The Chair explained that currently there is no consistency with student appointments on search committees. This proposal would allow for an *ex officio* non-voting student member, but would not exclude the committee chair from also appointing a voting student member to the committee.

This proposal comes forward with the unanimous approval of the GWC.

A motion was made, seconded, and unanimously approved.

UPDATE ON THE NEW PARKING POLICY AND VIRTUAL PERMITS

Director of Parking Richard Sobaram and Associate VP of Real Estate Brian Gitlin explained that effective in fall of 2018, there is going to be an enforced policy of no-back ins (head-in only) for parking. Due to recent technology that allows for electronic scanning of license tags, this new procedure will allow for the elimination of hard-copy hangtags, ensure better security, and allow for more thorough citation of violators, which results in increased compliance. This policy has been thoroughly vetted, including hearing no objections from the GWC.

The presenters responded to questions about how to secure pro-rated parking passes for adjunct faculty; explained exceptions for the back-in policy for disabled parking spaces; and outlined that UM license plates will be sold to serve as marketing for UM as a replacement for the lack of hangtags that had served as such in the past.

ELECTION OF PROPOSED MEMBERS FOR THE COMMITTEE ON PROFESSIONAL CONDUCT AND HEARING PANEL

These items were tabled, since not all of the members have agreed to serve, and there are still open seats.

A motion was made, seconded, and unanimously approved to table the item.

GENERAL WELFARE COMMITTEE REGULAR AND ALTERNATE REPRESENTATIVE FROM THE FROST SCHOOL OF MUSIC

A motion was made, seconded, and unanimously approved to elect Kate Reid to serve as the Regular General Welfare Committee Member from the Frost School of Music.

GENERAL WELFARE COMMITTEE ALTERNATE REPRESENTATIVE FROM THE SCHOOL OF COMMUNICATION

A motion was made, seconded, and unanimously approved to elect John Soliday to serve as the General Welfare Committee Alternate Member from the School of Communication.

OTHER BUSINESS

A Senate member stated his dissatisfaction with the transition of the new financial component of Workday, explaining that the summer would have been a better time for this roll-out. There was concurrence that the implementation was done too quickly for staff to complete the multiple training classes.

A Senate member asked whether any of the new leaders were internal hires. The response was that they were external candidates. The Senate member suggested that internal leadership promotion has many benefits for the institution including maintaining institutional memory.

This year's new slate of Senate members introduced themselves.

ADJOURNMENT

The meeting adjourned at 5:10 p.m.

Respectfully submitted,
Robyn Hardeman
Secretary of the Faculty Senate

Elected Senate officers:
Tomás Salerno, Chair;
Linda Neider, First Vice Chair;
JoNel Newman Second Vice Chair

Background materials included with hard-copy minutes.