

2024-25

Faculty Senate

ANNUAL REPORT



UNIVERSITY
OF MIAMI

Faculty Senate Annual Report

Overview

This report summarizes the 2024-2025 initiatives and work of the University of Miami Faculty Senate, including a summary of the work of its Standing Committees.

In 2024-2025, throughout a time of transition, the Faculty Senate has emerged as a representative and collaborative voice for the UNIVERSITY FACULTY, and the vehicle by which the faculty are authorized to share in the planning and governance of the university.

The elected Faculty Senate Officers for 2024-2025 were:

Chair: JoNel Newman, Professor, School of Law

1st Vice Chair: Scotney Evans, Associate Professor, School of Education and Human Development

2nd Vice Chair: Albert Varon, Professor, Miller School of Medicine

The Standing Committee Chairs for 2024-2025 were:

Academic Planning Committee: JoNel Newman (Law)

Academic Standards Committee: William Drennan (Rosenstiel)

Administrative Services Committee: Denis Hector (Architecture)

Athletics Committee: Christian Diez (Medicine)

Budget and Compensation: Alex Horenstein (Business)

Committee on Rank Salary and Conditions of Employment: Linda Neider (Business)

Distinguished Faculty Scholar Award Committee: Steven Safren (Arts and Sciences)

Equity and Inclusion Committee: Latoya Lewis (Nursing and Health Studies)

Facilities and Planning Committee: Rocco Ceo (Architecture)

General Welfare Committee: JoNel Newman (Law)

Library and Information Resources Committee: Mitsunori Ogihara (Arts and Sciences)

McLamore Outstanding Service Award Committee: JoNel Newman (Law)

Outstanding Teaching Award Committee: Burjor Captain (Arts and Sciences)

Student Affairs Committee: Diana Falsetta (Business)

Tenure Review Board: Helen Bramlett (Medicine/Arts and Sciences)

University Curriculum Committee: Jennifer Krawec (Education and Human Development)

Full committee annual reports are available on the Senate website: fs.miami.edu.

Faculty Senate Contact Information

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Annual Report Prepared by

Maryann Tobin, Secretary of the Senate

Highlights and New Programs Approved by the Senate 2024-2025

Centers and Institutes

University of Miami Climate Resilience Institute
Aircraft Center for Earth Studies (ACES), Rosenstiel School of Marine, Atmospheric, and Earth Science
Glassell Center for Marine Biomedicine, Rosenstiel School of Marine, Atmospheric, and Earth Science
Berkowitz Center for Accounting, Miami Herbert Business School

College of Arts and Sciences

Online Master of Arts in International Administration
Master of Science in Sustainable Development
Double Major in Microbiology and Immunology and Public Health

Miami Herbert Business School

Online Certificate in Financial Decision-Making
Online Certificate in Corporate Finance
Post-Baccalaureate Certificate in Corporate Finance
Post-Baccalaureate Certificate in Investment Banking
Post-Baccalaureate Certificate in Investments and Trading
Post-Baccalaureate Certificate in Quantitative Finance
Post-Baccalaureate Certificate in Real Estate Investment and Finance
Post-Baccalaureate Certificate in Wealth Management

School of Communication

Minor in Strategic Social Media Communication
Minor in Sport Media
Minor in User Experience Design

School of Education and Human Development

Minor in Counseling

College of Engineering

Master of Science in Sports Engineering

Miller School of Medicine

Joint Bachelor of Health Science/Online Master of Public Health
Joint Bachelor of Public Health/Online Master of Public Health

Frost School of Music

Online DMA in Jazz Composition

School of Nursing and Health Studies

Post-Master's Certificate in Oncology. Nurse Practitioner

A Letter from the Senate Chair

Dear Colleagues,

This academic year marked an historic milestone for our university as we celebrated our centennial and welcomed a new president, whose leadership begins a promising new chapter.

These exciting transitions unfolded against a backdrop of profound complexity in higher education. Institutions across the country are grappling with shifting enrollment patterns, rising financial pressures, evolving public expectations, and rapidly changing technological and workforce demands. Amid these challenges, universities are being called upon not only to maintain academic excellence and research innovation but also to reaffirm their relevance, accessibility, and societal impact. For faculty, these dynamics have required greater adaptability, deeper collaboration, and renewed commitment to the core values of shared governance and academic integrity.

The Faculty Senate has played a pivotal role in shaping policies and priorities that reflect both the evolving realities of the higher education landscape and the enduring mission of our institution. Through constructive dialogue and a shared dedication to excellence, we have remained focused on long-term goals. This review reflects the collective efforts, insights, and leadership of the Senate as we continue to navigate complexity with purpose and unity.

I would like to thank the members of our General Welfare Committee, Faculty Senate, and standing Committees for their judgment, guidance, and commitment to the university.

The Senate has approved over 100 pieces of legislation this year, including:

In collaboration with senior leadership, the Senate has played an integral role in supporting the Academy Faculty Compensation Enhancement Plan, leading to across-the-board salary adjustments for all faculty on the Gables and Rosenstiel Campuses in November 2024. A similar initiative had previously been undertaken at the Miller School of Medicine.

Working with the Office of Faculty Affairs and the schools/colleges, the Senate approved legislative changes that provide additional promotional and career pathways for lecturers.

The Senate also approved the university-wide Climate Resilience Institute, an interdisciplinary hub dedicated to examining the next century's climate challenges both locally and globally.

The Senate also accomplished the following:

Deans evaluated: 1

Department chairs evaluated: 15

The establishment of new degrees, programs, majors, minors and tracks: 20

The establishment of new centers or institutes: 4

The inactivation of degrees, programs, majors, minors and centers: 7

Departmental name change: 1

Cooperative agreement with another university: 1

Amendments to the *Faculty Manual*: 9

Approval of Curricular Changes: 43

Along with the Senates 17 standing committees, 6 ad hoc committees were convened during the year, including a committee that reviewed the roles that team science and secondary scholarship play in promotion

and tenure. The findings of that committee resulted in amendments to the *Faculty Manual* C9.2, expanding the definition of scholarship to include interdisciplinary efforts.

The Senate continues to benefit from a healthy, robust collaboration with the Board of Trustees and the Offices of the President and Provost in the shared governance crucial to our university's success.

If you would like more information on any of the legislation established this year, please visit the Senate website fs.miami.edu. I wish you all the best for a successful academic year.

Cordially,
JoNel Newman
Chair of the Faculty Senate
and Professor of Law

Key Actions of the Faculty Senate in 2024-2025

Advocacy

Faculty Compensation

Following the 2024-2025 Annual Report of the Faculty Senate's *Budget and Compensation Committee*, the President committed to presenting actionable items to the faculty in early fall. As a member of the AAU, the University was able to access robust peer data providing valuable market insights related to compensation. Faculty Affairs and the Office of Human Resources mapped individual faculty to AAU data on the Gables and Rosenstiel Campuses, which was reviewed by deans and chairs, using Classification of Instructional Program (CIP) codes to standardize the identification of academic fields of study.

Senior leadership met regularly with the Senate and by December, every faculty member received a market adjustment to their salary based on a formula that included years of service, years in rank, and comparison to AAU peers, constituting "Phase 1" of the Academy Compensation Enhancement Plan for the Gables and Rosenstiel faculty.

"Phase 2" is in progress at the Miller School of Medicine and is being developed for the Gables and Rosenstiel Campuses. The administration continues to consult the Senate to identify and prioritize additional areas of improvement for faculty engagement and success.

In another important effort, the Faculty Senate voted to standardize the merit increases provided to faculty as they progress in rank.

Lecturers

The Senate approved the modification of the *Faculty Manual* to provide an additional promotional pathway and clearer career path for lecturers. Amendments to *Faculty Manual* C2.4 added the third rank of DISTINGUISHED SENIOR LECTURER available to SENIOR LECTURERS after a minimum of five years at that rank, which may be awarded by recommendation and approval of an evaluation process appropriate to each school/college.

Educator Faculty

Several additional educator lines were approved at the Miami Hebert Business School and the School of Law. Schools and Colleges are encouraged to consider lecturers who are functioning as educator faculty for these positions within the UNIVERSITY FACULTY.

Interdisciplinary Scholarship

Following the review of an ad hoc committee that examined the role that team science and secondary scholarship play in promotion and tenure, the Senate approved amendments to *Faculty Manual* C9.2 that expand the definition of scholarship to include interdisciplinary efforts.

Presidential Search

The General Welfare Committee (GWC) of the Senate, in accordance with the *Faculty Manual* A13, played an integral part in the selection of the university's seventh president, Joseph J. Echevarria. Acting as the consultative committee, along with the university deans, the GWC unanimously recommended that Mr. Echevarria be appointed president after serving as Acting President since June 2024 and Chief Executive Officer of both the university and UHealth previously.

Provost Search

The Faculty Senate, in executive session and in accordance with the *Faculty Manual* A13, selected a pool of faculty members from whom the President could appoint the Provost Search committee. That committee was announced in January 2025 and has spent the Spring semester engaging in listening sessions and interviews to select the next Chief Academic Officer. Pursuant to the *Faculty Manual*, the Search Committee and the General Welfare Committee played key roles in the selection of Joel H. Samuels as our next Executive Vice President and Provost.

The Senate thanks Guillermo "Willy" Prado, who served as Interim Executive Vice President and Provost from July 2023 to August 2025.

Data Security

In order to ensure maximum security of Senate documents, including highly confidential matters related to faculty appeals and the annual evaluations of deans and department chairs, the Senate Office completed a large-scale digitization project, utilizing protected databases such as OnBase for long-term storage of historical records and Sharepoint (the Senate Intranet) as the new hub for online distribution of materials for GWC and Senate meetings. All Senate documents, historical and current, have been removed of any links or listings that would contain personally identifiable information, allowing for secure online storage.